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COOPERATIVE AGREEMENT DAMD17-96-2-6022

TITLE: The Nature and Outcomes for Women of Stressors Associated with Military Life

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REPORT DATE: November 1997

TYPE OF REPORT: Annual

PREPARED FOR: Commander
U.S. Army Medical Research and Materiel Command
Fort Detrick, Frederick, Maryland 21702-5012

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19980220 072

REPORT DOCUMENTATION PAGE			Form Approved OMB No. 0704-0188
Public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302, and to the Office of Management and Budget, Paperwork Reduction Project (0704-0188), Washington, DC 20503.			
1. AGENCY USE ONLY (Leave blank)	2. REPORT DATE November 1997	3. REPORT TYPE AND DATES COVERED Annual (1 Nov 96 - 31 Oct 97)	
4. TITLE AND SUBTITLE The Nature and Outcomes for Women of Stressors Associated with Military Life		5. FUNDING NUMBERS DAMD17-96-2-6022	
6. AUTHOR(S) Kathleen Jordan, Ph.D.			
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) Research Triangle Institute Research Triangle Park, NC 27709-2194		8. PERFORMING ORGANIZATION REPORT NUMBER 6729/001/AR97	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES) Commander U.S. Army Medical Research and Materiel Command Fort Detrick, Frederick, Maryland 21702-5012		10. SPONSORING/MONITORING AGENCY REPORT NUMBER	
11. SUPPLEMENTARY NOTES			
12a. DISTRIBUTION / AVAILABILITY STATEMENT Approved for public release; distribution unlimited		12b. DISTRIBUTION CODE	
13. ABSTRACT (Maximum 200 words)			
14. SUBJECT TERMS Defense Women's Health Research Program; Stress; Stressors; Military; Outcomes; Posttraumatic stress disorder (PTSD)		15. NUMBER OF PAGES 125	
		16. PRICE CODE	
17. SECURITY CLASSIFICATION OF REPORT Unclassified	18. SECURITY CLASSIFICATION OF THIS PAGE Unclassified	19. SECURITY CLASSIFICATION OF ABSTRACT Unclassified	20. LIMITATION OF ABSTRACT Unlimited

FOREWORD

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THE NATURE AND OUTCOMES FOR WOMEN OF STRESSORS ASSOCIATED WITH MILITARY LIFE

YEAR 1 ANNUAL REPORT

1.0 INTRODUCTION

As background, in Section 1.0, we first summarize the literature on stressors and outcomes associated with stressors, focusing particularly on findings on women. We include a brief summary of those research findings that apply specifically to military women. Subsequently, we present our technical objectives, our hypotheses, and our methodology for conducting our study. Finally, we discuss our plans for manuscripts and reports and for a roundtable we will convene for the purpose of developing recommendations on strategies for reducing stressors and negative outcomes for military women. The second section of the report describes our Year 1 activities. The final section summarizes the activities we have planned for Year 2.

In this section, we briefly review the research literature on sources of stress and the relationship of stress to negative outcomes, such as health and mental health problems. We also describe a model that delineates the relationship between stressors and outcomes. Included in this model are other factors that have been found to mediate the relationship between the two. We then discuss the research literature on stressors of, and stress-related outcomes for, women in the Military.

1.1 Research on Stressors

Over the past two decades, the relationship between exposure to stressors and task performance, physical health, and mental health has been extensively examined. Although it is widely recognized that stressors are prevalent in our everyday lives and can never be fully avoided, researchers are particularly interested in understanding (a) characteristics of individuals, (b) aspects of stressful events and conditions, and (c) other characteristics of the situation that result in either acute and/or long-term negative psychological and physical responses.

A number of conceptual definitions of stress have been put forth in the literature (1,2,3,4,5), yet the field of stress research suffers from the lack of a clear operational definition of the construct (6,7,8,9). Historically, stress research has focused on exposure to events or conditions (primarily noxious) and the outcomes that result from such exposure. Consequently, there has sometimes been confusion regarding the exact referent of the term "stress": Is it the stressor or the response to the stressor? We adopt the approach used by Lazarus and Folkman (10). We refer to the noxious stimuli or environmental demands that are presented to individuals as the "stressors" or "stressful event." We reserve the term "stress" to refer to "a particular relationship between the person and the environment that is appraised by the person as taxing or exceeding his or her resources and endangering his or her well-being" (10). We refer to the short-term and long-term sequelae of exposure to stressors as "outcomes" or "stress-related outcomes."

1.2 Classifying Stressors

Because myriad stressors affect people's lives, it is necessary to group them in ways that will facilitate our understanding of them. One way of examining stressors is by juxtaposing "life event" stressors versus "daily hassles." We refer to this as the "**frequency/ordinariness**" distinction or classification. Research on life event stressors gained popularity with the development of life event scales by Holmes and Raye (11) in the mid-1960s. Life events include experiences that happen relatively infrequently to most people and that tend to produce serious changes in our everyday lives. Examples include marriage, divorce, changing jobs, moving, or having a child. Initially, life event stressors were thought to have much more serious impacts on our lives than the more common stressors we encounter each day.

"Daily hassles" are the frequent but relatively ordinary stressors of everyday life, such as a long commute to work with heavy traffic or having to repeatedly redo certain tasks because of equipment failures. Research on daily hassles became prominent with Kanner et al.'s (12) work on this subject in the early 1980s.

Yet another way of studying stressors is to group them by their **severity/intensity** (e.g., mild, moderate, severe, and traumatic) (12,13). Severity may be seen as a continuum that crosscuts the previous classification of stressors (by frequency/ordinariness) (see Figure 1). One can assess severity using either objective or subjective criteria. The life event stressor literature originally focused heavily on objective criteria for classification of severity (e.g., divorce, changing jobs, or having a child were all considered to be innately important stressors). The traumatic stress research field still relies primarily on objective criteria for deciding whether the stressor is traumatic, and there are some empirical reasons for using objective criteria. Even when an individual does not "rate" a life event or traumatic stressor as being subjectively severe, the experience of such a stressor may nonetheless be significantly related to outcomes (14). In research on stressors other than traumatic stressors, however, there has been a movement toward subjective assessment of severity (15,16,17).

Figure 1. Stressors Classified by Level and Severity

	Level of Severity			
	Mild	Moderate	Severe	Traumatic
Daily Hassles				
Life Event Stressors				

To illustrate how specific types of stressors fit into the framework in Figure 1, the second row of the table might include a move by a young single person with limited possessions from one apartment to another of similar quality close by with about the same rent because it was on the second floor rather than on the third (Column 1, mild). The column labeled "moderate" in the second row might include as an example a promotion with a raise and increased responsibility. A life stressor rated as severe might be getting married for the first time at age 38 to someone with custody of four children who lives in another city requiring you to relocate and find a new job. A traumatic life event stressor for the table might be being raped by a stranger in your apartment parking lot.

Yet another way of classifying stressors is by their **source**, that is, the life domain in which the stressor operates or from which the stressor stems (e.g., work, home). Sources most commonly examined include stressors associated with job, with marriage, and with being a parent (18,19,20,21). Other domains/sources of stressors would include other family members or friends (e.g., a meddling mother-in-law or a dying friend); the environment (e.g., living in a neighborhood plagued by gangs and drugs); and health (e.g., having a debilitating disease). Sources of stressors may be seen to crosscut the other two categorizations illustrated in Figure 1. That is, within all of the cells in Figure 1, the stressors may be classified as stemming from a source type. Cell 1, mild daily hassles, for example, may contain stressors associated with work, with parental responsibilities, etc.

Finally, much research in stress classifies stressors by **general characteristics**, such as overload, inter- or intra-role conflict, and lack of control (19,21,22,23). Categorizing stressors in this way allows the researcher to examine stressors at a "higher level"; for example, overload may be associated with work, with parental responsibilities, with marital responsibilities, or with the interface of responsibilities of work and being a parent. One can thus draw conclusions about stressors based on their general characteristics rather than the specifics of a particular stressor.

1.3 Nature of Stressors

Here we expand on some important qualities of different stressors types, including gender differences.

1.3.1 Stressors by "Frequency/Ordinariness"

(a). **Daily Hassles.** Kanner et al. (12) defined daily hassles as "irritating, frustrating, distressing demands that to some degree characterize everyday transaction with the environment" (p. 3). Recent research suggests that daily hassles may have more negative outcomes than stressful life events, such as divorce or job change. Research has found that women tend to report more daily hassles than men (17) and to feel greater stress from them.

(b). **Life Event Stressors.** A significant body of research has been devoted to defining and examining the impact of major life events on functioning (24). *Stressful life events* happen to many people at some time in their lives. Early studies that focused on stressful life events were strongly influenced by the seminal work of Holmes and Rahe (11) who created a ratio-scaled schedule of 43 broad-spectrum recent life events that were believed to require some psychological adjustment on the part of the person. Research suggests that "positive" life events, such as marriage or promotion, may also require adjustment and so may induce stress. There have been conflicting findings as to whether men or women report more stressful life events.

1.3.2 Stressors by Severity/Intensity

Although there is a certain fuzziness to "rating" a stressor on a continuum from mild to traumatic, certain criteria must be met in order for a stressor to be defined as "traumatic" according to psychiatric nosology. A traumatic stressor (also sometimes referred to as an "extreme event") is defined by the American Psychiatric Association's *Diagnostic and Statistical Manual of Mental Disorders* (25) as one that is "outside the range of usual human experience and would be markedly distressing to almost anyone." Some of the most frequently discussed traumatic stressors are those associated with war. Other extreme events include fires, serious accidents, being the victim of violent assault, and natural disasters.

1.3.3 Stressors by Source

We consider here stressors related to occupation, family, environment, and to being a woman in a man's occupation.

(a). Occupational Stressors. Occupational stressors can generally be described as objectively or subjectively defined. Objectively defined stressors that have been studied include physical properties of the working environment (e.g., physical hazards, noise), time variables (e.g., such as length of workday, shift work), social and organizational properties of work and its setting (e.g., workload and monotony), and changes in job (e.g., demotion and transfer). Subjectively defined stressors that have been examined include role-related stress (e.g., degree of control over work processes, responsibility for people), relationship to co-workers, support from superiors, and underutilization of abilities (26,27).

For those in the Military, environmental and occupational stressors may be inextricably entwined. Harsh living conditions, exhausting physical demands, and other highly stressful situations experienced when deployed in certain locations are obviously both environmental and occupational.

(b). Family-Related Stressors. Although both men and women may experience stressors related to being a spouse and a parent, women often are affected disproportionately because they remain the primary caregivers for most children and often have primary responsibility for household tasks, even when they work outside the home. Women in the workforce with children experience the stress of attempting to balance the responsibilities of the family with the responsibilities of work—a particularly difficult task for women in the Military because they may be assigned or deployed to locations to which they will not be able to take their children. It is not surprising then, that women are more likely than men to report stressors related to children and marriage (18,19,20,21).

(c). Environmental Stressors. Environmental stressors have been studied in an effort to determine their relationship to functional outcomes. For example, a good deal of literature has focused on describing how living conditions affect the functioning of individuals. Researchers have examined such aspects of the environment as predictability, crowding, and extremes of climate to determine what aspects of the environment are more stress-inducing, and what outcomes result from exposure to stressful environmental stimuli (27,28).

(d). Stressors Related to Being a Woman in a Man's Occupation. It has been recognized that women experience numerous unique stressors associated with their gender and sex roles (29,30). One important component of such stressors has been being negatively evaluated in the workplace by men. Ever since women have begun to move into predominantly male occupations in significant numbers, there has been much discussion, and some research, on the effect of being a woman in a man's environment. One of the best known early studies on this subject was conducted by Kandel et al. (31). Research has found that women making such inroads face a variety of stressors, including being stereotyped; encountering negative attitudes of supervisors and colleagues; being forced to perform at a higher level than men in order to be considered "as good" as men; being sexually harassed and discriminated against; and using equipment and procedures developed for men (32,33). (The vast majority of the victims of sexual harassment and discrimination are women [34].) A burgeoning area of research has focused on delineating the negative outcomes that may manifest themselves in response to various forms of sexual discrimination and harassment in the workplace, such as differential hiring, work assignments, promotions, and exclusion from social and peer networks in which work occurs (30,34).

1.3.4 Stressors Based on General Characteristics

Some of the types of stressors that have been examined most often are overload, role conflict, and lack of control over work. A model proposed by many researchers is that stress results from having higher levels of demands placed on one than one has available resources to meet those demands (35). The greater the discrepancy, the greater the stress. It has been found that stressors with the same characteristics do not necessarily have the same effects (e.g., overload can have differential effects depending on whether the domain is work or home).

With regard to research on women, there have been conflicting findings as to whether work or family responsibilities are the greater source of stress for women, and whether working outside the home increases or decreases stress. Many studies have found that, for women, having both a job and children is likely to increase stress because of conflicts between the two responsibilities (18,22,36,37). Some studies, however, have found that having a job outside the home decreases a woman's overall level of stress (31,38) and that working outside the home can actually buffer stressors at home (39). These conflicting findings appear to be explained by a variety of mediating variables, including the amount of support one has in the home (e.g., married working women tend to have less stress from having children than single working women) (31); type of occupation (35); number and age of children (35,40,41); support from supervisor (19,41); control over one's work (42); satisfaction from one's work (21), and so on. Some research suggests that men have fewer conflicts and less stress than women related to the work/job interface because women tend to have a stronger identification with the parent role than do men (43). Controlling on one's identification with the parent role appears to at least partially decrease gender differences in the experiences of stress.

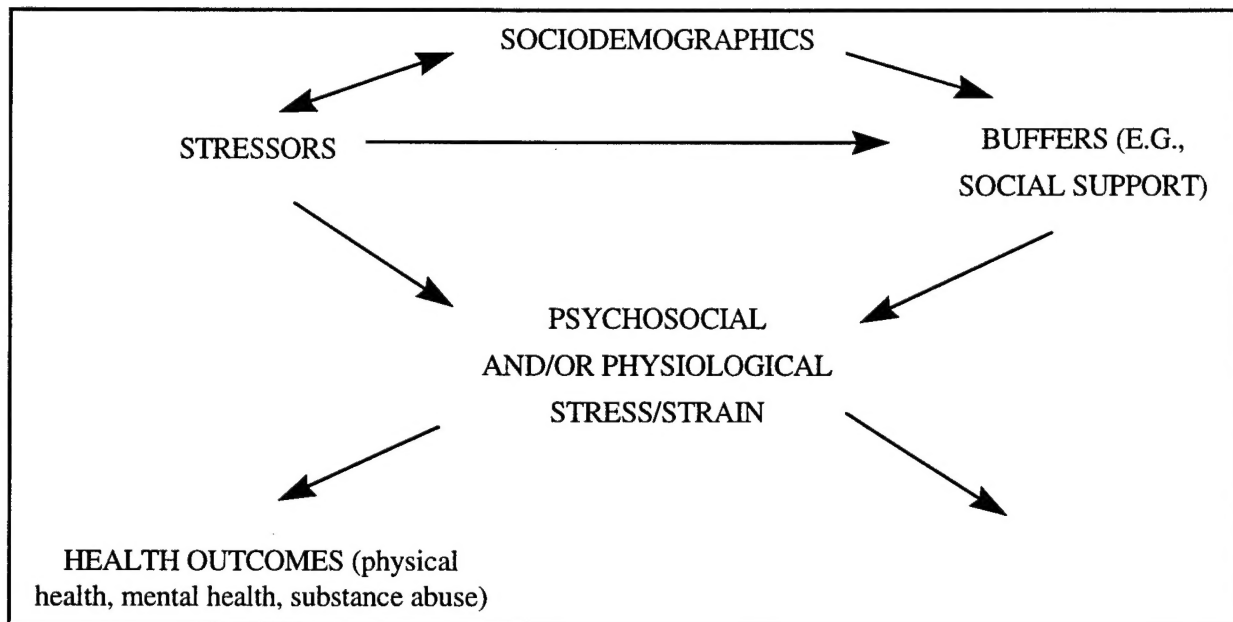
1.4 Stressors and Women

In the report *Working Women's Health Concerns: A Gender at Risk*, by the Bureau of National Affairs (44), many leaders of national women's organizations consider stress to be the most serious hazard faced by women. Findings from a wide variety of studies suggest that women perceive a greater number and more severe stressors in their lives than men do (36,37,42,45). Furthermore (as discussed later), women also tend to have more negative outcomes from stress than do men. Some of this gender difference appears to be the result of more stressful work/home conflicts among women, but even women without children tend to report higher levels of stress than do their male colleagues. Some of the other hypothesized reasons for gender differences include value differences (e.g., women tend to place higher value on nonwork life than do men while men's identity is more strongly tied to their work role); lack of "fit" between the woman and a male work environment, which may emphasize masculine-oriented behaviors and such characteristics as competitiveness; being devalued and having less support from male colleagues and supervisors because of their gender; and a greater willingness to admit feeling stress and endorse items asking about health and mental health problems.

1.5 Variables Mediating Between Stressors and Outcomes

A number of factors can intervene between a stressor and its potential effects. Figure 2 provides a model of the relationship of stressors to outcomes, including several important intervening variables. Before discussing negative outcomes, we would like to briefly mention two sets of variables that may be seen as intervening, mediating, or buffering variables between stressors and outcomes: sociodemographics and social support. **Sociodemographics**, such as age, income, education, and gender have all been found to affect the relationship between

Figure 2. Model of the Stressor/Outcome Relationship



stressor and outcome (37,46). **Social support** is probably the most widely studied buffer of stressor outcomes and has been found to be one of the most effective (22,47,48). The magnitude of the impact of social support has been found to be associated with the source of the support (e.g., supervisor, colleague, friends, spouse) (1,4); for example, supervisor support has been found in many studies to be one of the most important sources of support for women. Women tend to use social support when available more often than men do, and in some studies it has been found to be more important for women than for men (19,41).

1.6 Stress-Related Outcomes

1.6.1 Psychosocial or Physiologic Stress

The effect of major stressors that are not well buffered is perceived stress that puts a strain on an individual's resources. Such stress is, unfortunately, a condition that cannot be totally avoided. Virtually all of us feel stress in our work or in our families from time to time. Such stress may result in minor irritability or fatigue. Over time, if the stressors are serious enough or persist long enough, and if we do not develop mechanisms for coping with them, they can produce more serious problems with functioning, health, and mental health.

1.6.2 Stress and Functioning

Increased levels of stress in response to gender-role stressors, including sexual harassment, have been found to be related to increased depression, anxiety, irritability, demoralization, and marital dissatisfaction (29,30). As noted above, a veritable multitude of occupational stressors have been examined for their impact on performance. Shift work has been demonstrated to be related to higher rates of on-the-job accidents. Additionally, it has been estimated that up to 20% of workers are unable to adapt to shift work and leave those jobs requiring

shift work (49). Increased noise levels have been demonstrated to be related to fatigue and impaired efficiency on the job. Machine-paced workers have reported higher rates of boredom and job dissatisfaction than did nonmachine-paced workers (27). Likewise, underutilization of abilities has been demonstrated to be very strongly related to job dissatisfaction and job boredom. Significantly higher levels of occupational instability were associated with exposure to traumatic stressors in Vietnam and subsequent development of posttraumatic stress disorder (PTSD) (50).

One extreme form of the negative effect of stress on functioning is burnout, which is defined as "a state of physical emotional or mental (i.e., cognitive) exhaustion" (51, p. 192). Burnout is marked by physical depletion and chronic fatigue, by feelings of hopelessness and helplessness, and by the development of a negative self-concept and negative attitudes toward work, life and other people" (51, p. 193). It has been most often studied among health care workers and social service workers. Much research has been done, for example, on burnout among nurses and physicians (9,52,53). Burnout appears to be the result of an inability to cope with stress and has been found to produce negative outcomes not only for the individual, but also for his or her employer, co-workers, and family. Many studies have found that women report more burnout than men do (44; p. 195 in 51), although higher rates of reported burnout among women do not always result in poor performance among women (54). In addition to contributing to lower levels of productivity, absenteeism, more interpersonal friction, and possible subsequent health problems (51,55,56,57), burnout has also been blamed for high job turnover among teachers (56,57,58) and nurses (9,59) among others.

1.6.3 Stress and Physical Health Outcomes

In reviews of the literature on the relationship between stress and physical health, both Elliott (60) and Bloom (9) reported that the evidence linking stressful life events with subsequent physical disorder seems very persuasive. Research began when it was discovered that, as a result of exposing animals to severe physical or psychological trauma, the functioning of a wide array of physiological systems was impaired and even death could occur. Later research with humans suggested that major life disruptions contributed to the development of many disorders, ranging from minor to major, such as infections, hypertension, heart attacks, cancer (8), and headaches and gastrointestinal disturbance (60). Likewise, occupational stressors have been implicated in the development of coronary heart disease, hypertension, migraines, peptic ulcers, ulcerative colitis, and diabetes among others (22). Furthermore, victims of sexual harassment report negative health consequences, such as increased headaches, decreased appetite, and sleep disturbance (30). Increasingly, research has shown that exposure to high levels of psychological stress (e.g., traumatic stressors) can produce elevated rates of health complaints and physician visits (60,61). Although this association is present in men, it seems especially pronounced in women.

1.6.4 Stress and Mental Health Outcomes

Stress plays a significant role in the development of psychiatric disorders and is related to impaired psychological functioning. Increased stress in response to stressors has been implicated in the development of depression, generalized anxiety disorder, and substance abuse (8,60). Negative mental health outcomes that have been found to be related to occupational stressors include increased anxiety, depression, substance abuse, irritability and somatic complaints. Exposure to traumatic stressors can be related to the onset of a variety of negative mental health outcomes, including depression, substance abuse, anxiety disorders

(including PTSD), and personality disorders (50). PTSD is the most widely studied psychiatric disorder that can occur following exposure to a traumatic stressor (63,64). With regard to environmental and occupational stressors, a recent study by King et al. (65) using the National Vietnam Veterans Readjustment Study data found that a malevolent environment (e.g., poor food, water, climate) had both the strongest direct effect and the strongest total effect (direct + indirect) effect on PTSD outcomes of the four dimensions of war zone stress.

1.6.5 Stress and Substance Abuse

Numerous studies have found elevated rates of alcohol consumption among those with elevated levels of stress (66). In some studies of women, however, alcohol use has not been elevated but psychotropic medication (e.g., tranquilizers) has been (67). Some studies have found subjects actually reduced their alcohol use during stressful periods (68,69). Again, a variety of factors may influence the relationship between stress and substance abuse, such as sociodemographics and coping style.

Exposure to traumatic stressors has been strongly implicated in the elevated rates of substance abuse and dependence among veterans (70), and PTSD has been found to be highly comorbid with substance abuse (50). Women who served in Vietnam with high levels of war zone stress were found to have significantly higher rates of alcohol abuse and dependence than did other women veterans of the Vietnam era, while women theater veterans who were exposed to lower levels of such stress did not have significantly more alcohol disorders than did other women veterans of the Vietnam era (50).

1.7 What We Know About Stressors of Military Women

1.7.1 Who Are the Women Who Serve in the Military?

The number of women in the Army has increased dramatically in recent years. In 1995, approximately 200,000 women (14% of all active-duty forces) were women. However, in the first part of 1994, 19% of new enlisted recruits were women (71), and it is expected that women will comprise 20% of the active-duty force in the near future. The largest group of active duty women are in the Army—approximately 70,000 women. In addition to the active-duty component, another 140,000 reservists are women, or approximately 16% of Reservists. In 1994, approximately 47,320 women were in the Army or Air National Guard (72) or approximately 8% of the Army Reserve and 14% of the ANG.

About 40% of active-duty women were classified as minority group members (53% in the Army) as compared to women in the National Guard who are predominantly white: 67% for Army Reserve and 81% for ANG. The proportion of women in the Reserves who are minority tends to fall in between that for active-duty women and National Guard women. It has been said that women in the active-duty military are at double jeopardy for being discriminated against because they are not only female but also disproportionately minority (73). Further, 27% of active-duty women are black compared to only 17% of active-duty men (73). Negative attitudes toward single parents also disproportionately affect women because they, and particularly black women, are the group most likely to be single parents: 13.3% of black female military personnel are single parents compared to 7.4% of white female personnel, 2% of black male personnel, and 1.4% of white male personnel (73).

Women now serve in a much broader array of positions than ever before. In 1987, all combat service support positions in the Army were open to women, and in April 1993, the

Secretary of Defense lifted the prohibitions against women flying combat aircraft. The Army has opened additional positions to women so that now approximately 67% of all positions in the Army will be open to women (71). This means women in the Military are now subject to many of the same stressors that men have been subject to.

1.7.2 What Previous Research Has Been Done on Stressors of Women in the Military?

Research on stressors of female military personnel have had findings similar to studies using female civilians. Women in the Military tend to report higher levels of stress (36) and burnout (74) than do men in the Military. Work/family conflicts are among the greatest sources of stress (20). We would expect stressors related to conflicts between family and work to be at least as strong for military as for civilian women because military women may be subject to temporary duty assignments away from home at short notice, may work long hours and on rotating shifts, and are subject to deployment.

As with civilian women, social support is a very important stress buffer for military women, more important than for military men (40). Unfortunately, available supervisor and colleague support may be low because of negative attitudes toward women. Deployment raises stress levels (75,76), and deployment tends to produce behavior problems in children (77,78).

Working in occupations in which they are a small minority and/or occupations that men tend to view as "masculine" also are important sources of stressors (79,80) for military women because of negative evaluations and resentment of male supervisors and colleagues; stereotyping; poorly fitting clothing and equipment; and sometimes limited facilities for privacy for personal hygiene. For example, physical requirements and equipment are often not modified or modified inadequately for women, which can result in minor but nonetheless stressful injuries. Because women's physiology is different from men's, physical requirements and standards for men do not well accommodate women (e.g., women have better cold tolerance than do men but less heat tolerance; women and men have different levels of upper body strength). DeVilbiss provided an insightful look at the situation for women on combat maneuvers in her participant observation study (81). She talked about many of the day-to-day problems of living in a man's environment (e.g., the blisters women all developed on their feet because the boots did not fit them). She also described how men who had difficulty carrying out a task or became angry or emotional were excused by other men for various reasons whereas women in the same situations were seen to demonstrate their unfitness for military duty.

Sexual harassment is another stressor felt by many military women. In a 1991 study of women in the Navy, for example, 44% of enlisted women and 33% of officers reported being sexually harassed (82). Most of these women dealt with the incident(s) by taking actions to avoid the person or by telling the person to stop. Few reported the incident. However, 7% of enlisted women and 2% of officers reported to sick call as a result of sexual harassment.

Exposure to extreme events (i.e., trauma) can be another important stressor for women, particularly the trauma of dealing with dead and dying soldiers and civilians. Some studies suggest that women may feel more stressed and have more negative psychological reactions to trauma (83) than do military men, especially when they have had a history of abuse (84). The National Vietnam Veterans Readjustment Study (50) findings indicate that 8.5% of all women Vietnam veterans were current cases of PTSD 15 or more years after their military service, confirming the belief by some that service in a war zone can be traumatic even for those not directly involved in combat. Other more preliminary studies that have been conducted using

samples of convenience also support the notion that exposure to wartime stressors, particularly to death and dying, result in both physical and psychological aftereffects for women even though women do not serve in combat roles (85,86,87,88,89,90,91). Recent research on those who served in the Persian Gulf War, for example, includes studies of stressors associated with symptoms of PTSD among individuals who handled human remains (92,93).

Outcomes of stress experienced by women in the Military are similar to those in civilian occupations and often result in problems with health and mental health. A study of sick call diagnoses among personnel on U.S. Navy ships found significantly higher rates of personality disorder, stress, and adjustment reactions among women than among men (94). Women soldiers deployed during the Persian Gulf War were almost twice as likely to be diagnosed with psychiatric disorders than were men (95). Research on women in the military has found higher rates of health services among women than among men (96,97,98,99,100). These findings are similar to findings among civilian women and, among both groups, may be related to higher levels of perceived stressors. The lower rate of retention for women than men has also been attributed to higher levels of stressors (101).

1.7.3 What Information Do We Need to Better Understand the Nature and Effects of Stressors on Women in the Military?

Much has still to be learned about stressors of women in the Military in general and in the Army and Army Reserve specifically. Although stressors of military women have been found to be similar to the stressors of other women, and although negative outcomes related to stress appear to be similar for both populations, the information currently available is insufficient to develop effective intervention and prevention programs.

First, we need data on stressors and outcomes on a broader sample of women in the Army and Army Reserve. Previous studies have been focused particularly on nurses and small groups of other women, such as military police units. These data do not represent the wide variety of occupations of Army and Army Reserve women. We particularly need more information on the Army Reserve. We have found no studies to date on stressors of these women.

Second, we need more detailed information on the stressors themselves—it is insufficient to say that "working in a predominantly male environment" is a stressor. What are the specific factors that make these roles stressful, and why are they less stressful in some units than in others?

Third, we need more information about the relative importance of different types of stressors and how stressors relate to sociodemographic characteristics, occupation, and so on. Prevention and intervention programs can then be targeted for particular groups of women. For example, the most serious stressors for unmarried junior enlisted personnel may be different from those for older married women officers. The most important stressors of nurses are likely to be different from the most important stressors of combat support personnel.

Fourth, and similarly, we need to better understand those factors that mediate stressors. For example, how does social support influence whether a particular type of stressor negatively affects one woman and not another with similar demographic characteristics? What organizational structures and programs might be changed or developed to help women in the Army and Army Reserve access and use such buffers as social support more effectively?

Our study will address these issues and is examining the following questions:

1. What are some of the most important stressors of women in the Army and Army Reserve, and what is relative importance of the various stressors? We need information about both war zone and non-war zone stressors, both acute and chronic stressors, and stressors of women in the myriad roles they now occupy in the Army.
2. What are the negative outcomes that are the result of stress, and how is exposure related to outcome? We need information on the relationship between stressors and diverse serious outcomes: health consequences, mental health consequences, substance abuse and dependence, and job performance and retention.
3. How do mediating variables affect the relationship between stressors and outcomes? For example, how do sociodemographic characteristics, such as age and rank, mediate the effects of stressor exposure on outcome? What potential buffers—such as support from supervisor—are most effective at reducing negative outcomes?
4. What characteristics of the unit are associated with negative outcomes?

Our study will provide data never available before—data that Army decisionmakers and planners can use to develop mechanisms, such as prevention and intervention programs, to reduce stressors and their impact on Army women.

1.8 Hypotheses/Purpose

Our purpose is to (a) identify the most important stressors and their outcomes among women in the Army and Army Reserves; (b) describe the relationship between stressors and risk factors, including mediating such factors as sociodemographics and buffering agents; and (c) make recommendations about prevention strategies that might be employed to reduce stressors and their impact.

Our general hypotheses are that

- exposure to stressors is associated with poorer outcomes, including subsequent health and mental health status, substance abuse, and occupational functioning;
- some exposures (e.g., exposure to enemy fire) are more pathogenic than others (e.g., exposure to extreme living conditions); and
- sociodemographic and other characteristics mediate the effect of stressors on outcomes.

We will examine these hypotheses in a multivariate framework, so that we can assess the long-term, independent effects of a variety of military stressors while controlling for potentially predisposing characteristics of the individual.

The conceptualization that will guide our analyses is the model in Figure 2. This is consistent with Lazarus and Folkman (1) and their colleagues who have advanced the position that the patterns of adjustment after stress exposure differ because they are influenced by the variance in characteristics of both the stressor and the individual.

The data from this study will enable us to assess the distribution of stress exposure across women in the major occupational specialties and different deployment statuses that women hold in the Army and Army Reserve today. Although descriptive, this information is critical for thinking about potential preventive efforts. Further, although within the scope of this study (i.e., because of its exploratory nature and budget limitations), we will not be able to collect data on a representative sample of women in the Army and Army Reserve and cannot therefore provide

prevalence estimates of stressors and outcomes of women in these two Services, there is nonetheless much we can contribute to the knowledge about stressors of women in the Military. We will be able to provide data on a broader array of women, stressors, occupations, and outcomes than has ever before been gathered; our data, therefore, will provide a better portrait of the most important stressors of women in these branches of the Military, particularly women in the most common occupational specialties. Second, we will be able to examine the relationship between stressors and outcomes and to determine what variables mediate these relationships. Thus, the data from this study will enable us to examine the more immediate health, mental health, and performance consequences of the kinds of stress to which women in the Army are routinely exposed.

Our specific hypotheses for the study are based on findings from the literature to date:

- Women in occupations that present more physical danger and more serious daily hassles, such as combat support and military police, will report more stress and have more negative outcomes than will women in other occupations.
- Women in units likely to be deployed first will report more stress but will have significantly higher negative outcomes only if deployment has occurred recently or is likely to occur soon.
- Women with children in the home will report more stress than will women with no children; single mothers will report more stress than married mothers; women with younger children will report more stress than women with older children.
- Women in units that are predominantly male (e.g., 80% or more) will report more stress and have more negative outcomes than will other women.
- Women in their first year of enlistment will report more stress than will other women. Older women will report more stress than will younger women other than first-term women. Both first-term and older women will have more negative outcomes than will other women.
- Women with less education will report more stress and have more negative outcomes than will more educated women.
- Women who have served in a war zone or similar hostile situation where they were subject to threats to their lives will have more negative outcomes than will other women, controlling on age and education.
- The greatest sources of stress will be being a parent of young children, being in a predominantly male unit, being in a unit where the males have a strong negative attitude toward women serving in their unit, and age.
- Mediating variables will include sociodemographics (age, education), support of supervisor, support of male colleagues, and finding the job rewarding.

- Negative outcomes associated with stressors will include more use of health services, more sick time, more reported health problems, more psychological distress, more use of alcohol, and less commitment to staying in the Military. In general, other performance measures are not expected to be significantly related to stress.

In our primary data collection, we will oversample units that contain individuals who have served in a war zone or in regions in which soldiers were at risk of being injured or killed by enemy fire, such as Somalia. If we are able to obtain enough such respondents, we can examine models of traumatic stressors on outcomes.

Because of the very limited previous research on stressors of women in the Military, at least a portion of the analyses may be best described as "informed exploration." We believe, however, that an exploratory approach is appropriate given the state of current knowledge about the impact of stressors on women soldiers; we also believe that the risk of spurious findings is reduced by the use of a specific conceptual model to drive the analyses.

1.9 Technical Objectives

Our technical objective is to identify experiences and conditions that are the most stressful to women in the Army and Army Reserve and that have the most frequent and/or most serious negative outcomes for the women and the Army. We have accomplished the first step in this process (a) by using focus groups and self-report questionnaires to collect data on major stressors and outcomes from women currently on active duty in the Army, and (b) by scheduling focus groups for the Army Reserves (we expect to complete these in the coming weeks).

In Year 2, we will carry out the second stage of our objective by using the newly collected data to determine (a) the nature, likelihood, and outcomes associated with various types of stressors for women currently in the Army, and (b) the mediating effects of sociodemographic characteristics of the individual, the women's occupation and family, the environment, and other factors may have on outcomes.

2.0 YEAR 1 ACTIVITIES

One important task for the first year of the study was obtaining cooperation and access for the study from senior Army officers and senior Army civilian personnel. A second task was conducting focus groups with active-duty and nonactive-duty Army women. This involved developing a focus group protocol to conduct the groups; obtaining human subjects' clearance; conducting the focus groups; and summarizing the comments from the groups. The other task for Year 1 was compiling instruments to assess different types of stressors and using these to develop a draft questionnaire.

2.1 Obtaining Cooperation and Access

In an attempt to obtain an endorsement for the study that could be used to help gain cooperation at individual installations, we prepared a briefing for Mr. John P. McLaurin, III, Deputy Assistant Secretary of the Army, Military Personnel Management and Equal Opportunity Policy. We had hoped Mr. McLaurin would endorse the study and thereby increase the probability of cooperation from installation commanders.

On February 27, 1997, the principal investigator, the study coordinator, and the study's Army consultant Col. Karen Frey (U.S. Army, ret.) met with Mr. McLaurin and his assistant Col. Lee. At that meeting, both Mr. McLaurin and Col. Lee expressed strong concerns about our conducting the study in the immediate future. They stated that the recent number of sexual harassment charges and the resultant sexual harassment investigation was creating a backlash against women in the Army. Senior officers and members of Congress who had previously limited their negative statements about women in the Army because it was not "politically correct" saw the sexual harassment media event as an opportunity to push for reducing women's role in the Army. They were concerned that a study on stressors and negative outcomes from stressors for Army women would elicit information that could be used to fuel the argument that women should not be in the Army. Mr. McLaurin and Col. Lee also expressed other concerns. A concern related to their first was that they thought, minimally, both men and women should be studied so that it could be shown that men as well as women suffer stress and negative outcomes. Another major concern was that we were planning on using the National Guard women as our nonactive-duty group. They felt the Guard was too heterogeneous in training and experience from State to State to allow any generalizable statements to be made about the group as a whole.

We wanted to address Mr. McLaurin's concerns (these are outlined in Appendix A), but we were limited in our ability to do so. We stated that we simply did not have the money to include men in the study sample, although we would see if there were additional funds to do so. Reducing the sample size of women to include men would have severe negative impact on our ability to conduct our analysis of the data and so possibly result in unreliable and invalid results. Reducing the sample size for women to include men also would not cover all of the additional costs of including men in the sample. Including men in the study would involve researching factors related to stress and negative outcomes for Army men, but we had no funds for additional research. It would also involve developing an additional questionnaire, or modifying the woman's questionnaire—which we also had no funds to do. We subsequently did ask our project officer, Patricia Modrow, about possible additional funding and also investigated other potential sources of funds, but we were unable to find additional monies to include men in the study.

We agreed to use women Reservists, rather than National Guard women, as our nonactive-duty sample and obtained permission from our project officer to do so. Finally, there

was no way we could delay our study but we did (1) state that in our report we would stress both the positive as well as the negative factors associated with Army life for women, and discuss both positive adjustment, not just negative outcomes, experienced by Army women; and (2) ask Mr. McLaurin to be a part of the panel to review our findings and make recommendations. Appendix A includes the letter we sent to Mr. McLaurin after our meeting, which also included our response to his various concerns.

This experience was far from the end of the problems we have encountered because of the timing of the study. Installation commanders have been reluctant to allow us to interview women or, in some cases such as at Fort Bragg, have actually refused us access to women. The media attention surrounding the sexual harassment charges, trials, and investigations have made installation commanders wary of any study that might bring additional negative press. Particularly at Fort Bragg, which had also received other negative press, including that surrounding the racially motivated murders, there was a strong sentiment against any potential project that could negatively affect the image of the installation.

Trying to obtain access and having to find substitutes when installations refused to participate have caused us lengthy delays. In our application, we had scheduled the focus groups to be completed by April 1997. However, once the project began it took longer than expected to meet with the appropriate staff at the Department of the Army to seek approval for conducting the focus groups. As a result, we delayed our groups with a target date of June 1997. We then experienced the various delays in gaining access to specific installations and to the populations we needed within those installations. Ultimately, we were successful at setting up the groups and conducted our active-duty focus groups from July through September 1997. One reason for these delays was that we had to substitute Fort Belvoir for Fort Bragg for two of the groups after long, repeated, and unsuccessful attempts to obtain access to Bragg. Although these are not comparable units, we felt for the purposes of the focus groups only, the women at this installation would be able to adequately address the issues about which we needed to obtain information.

Another difficulty we had in obtaining access is that, although our active-duty consultant, Col. Frey, was retired, first our National Guard consultant and later our Reservist consultant, were on active duty and assigned to their liaison role by their unit commander. We were also unable to pay them because of the terms in our contract. Therefore, we were apparently on the bottom of their priority list. We had great difficulty getting in contact with these women—who were often not in the office and would not return our calls—and then did not carry out the tasks we asked of them. We understood that their regular duties kept them very busy, but the lack of cooperation from our Reservist consultant, Major Jean McGinnis, completely stalled our Reservist focus groups for several months because she failed to carry out the tasks we needed her to accomplish despite our phone calls and attempted phone calls with her. In October 1997, we finally gave up on trying to obtain assistance from Major McGinnis and asked Col. Frey if she could (1) work with individuals she knew in the Reserves to obtain the information we needed and (2) contact unit commanders for us. She agreed and has already done much of the preliminary work. We now have scheduled our focus groups with Reservists in early December 1997.

We have serious concerns about our ability to gain access to the installations we had planned on using for the main study data collection. One important installation proposed for main study data collection is Fort Bragg. If we continue to be unable to obtain cooperation from Bragg, the only reasonably comparable installations would be Fort Hood in Texas or Fort Lewis in Washington State. However, our budget included only travel with brief overnight stays by

automobile for staff from our North Carolina office to collect the data at Fort Bragg. Travel to Texas or Washington State would substantially escalate travel time and expenses beyond what is in our budget. Therefore, we are continuing to try to obtain help in obtaining cooperation at Bragg from other sources. We have contacted our project officer about anyone in her office who might be able to help us. General Evelyn Foote (U.S. Army, ret.) has also agreed to try to help us obtain cooperation at Bragg.

2.2 Developing the Focus Group Protocol

The goal of the focus groups was to determine the extent to which the literature on stressors of women, including Army women, fully and accurately reflected the nature of the stressors currently experienced by Army women. Based on the literature findings (see Section 1.0), study team members, including our active-duty Army consultant, discussed the topics that should be included in the focus group protocol. The purpose of the protocol is to guide the focus group leader so that each group covers the major important topics in a similar way. Several topical areas to be included were outlined: job; marriage and family; deployment or possibility of deployment; health; financial (particularly for enlisted); harassment; and traumatic stress (e.g., being under fire or being violently victimized). We also discussed social support and negative outcomes that might result from stress, including drug and alcohol use; mental health problems; illness; marital problems; poor job performance; and intent to leave the Army. These topical areas were divided among several staff members who each developed a draft of the protocol for their topical area. These were then exchanged among staff who offered suggestions and modifications. The revised protocol was then reviewed by our active-duty Army consultant, and subsequent changes were made based on her feedback. The protocol was finalized by the end of April 1997. A copy is included in Appendix B.

2.3 Obtaining Human Subjects' Clearance

The study team developed a human subjects' protocol describing the focus groups, and we appeared before RTI's institutional review board (IRB) on March 18, 1997. Two issues were brought up by the IRB. First, they wanted us to ensure that supervisors and their supervisees were not in the same focus groups to avoid any negative effects on supervisees should they say something their supervisor did not like. Because we were "over-recruiting," that is, inviting more women to participate than we could use if they all showed up, we agreed to randomly dismiss either the supervisor or supervisee if it turned out such a relationship existed among the assembled group. (However, this never occurred.) Second, the committee was concerned that the women who were not actually included in the focus group (for the reason just described or because more women showed up than we needed) did not come in vain. So, we agreed to develop a short questionnaire on the same topics as the focus group discussions that women not participating in the focus groups could fill out and drop in a box in the next room.

RTI's IRB approved both procedures and the consent forms. These were then sent to our project officer for human subjects' approval by the Army, which we obtained. A copy of the questionnaire given to subjects who did not participate is included in Appendix C. A copy of the human subjects' approval form is found in Appendix D.

2.4 Conducting the Focus Groups

We wanted to ensure that our focus groups encompassed a wide range of occupations and ranks in order to learn about stressors and their outcomes across the broad

spectrum of women serving in the Army. We also wanted to ensure that there was no major rank difference within a particular focus group so that individuals would feel free to speak freely. For active-duty women, we decided to do focus groups separately for enlisted (E3-E4); junior noncommissioned officers (NCOs) (E5-E6); senior NCOs (E7-E9); and company grade officers. Because field grade officers are so few and so difficult to recruit for a focus group, we decided to gather information from them via a questionnaire rather than attempt to conduct a focus group. They completed a similar questionnaire to that given to women excused from participating in the focus groups (see Appendix E).

We intended to conduct focus groups with senior NCOs and company grade officers at Fort Bragg, but because we were unable to obtain access to Bragg, we ended up doing them at PERSCOM (Army Personnel Command) and Fort Belvoir, respectively, instead. In summary, we conducted focus groups with enlisted women and company grade (junior) officers at Fort Belvoir; junior NCOs at Fort Eustis; senior NCOs at PERSCOM (originally scheduled for Bragg); and distributed questionnaires to field grade officers through a convenience sample generated by interpersonal contacts. Because the questionnaires were anonymous, we do not know the exact location of assignment for the respondents. Locations for focus groups were chosen based on both the number of women and the variety of occupations represented for a particular rank at the various locations we had to choose from (i.e., locations within driving distance of RTI's DC or North Carolina offices).

We believe that we achieved our goal of having a very heterogeneous sample. Forty-one women actually participated in the focus groups. Another 17 came to the group but filled out a questionnaire instead. Seven senior women officers filled out a questionnaire for a total of 65 women from whom we obtained information. Exhibit 1 provides demographic information for women in the active-duty sample who either participated in, or filled out a questionnaire at, the focus group locations.

Women were recruited through the help of our active-duty Army consultant. She contacted the appropriate personnel at the military bases of interest and secured their permission and cooperation. Each participant was required by their commanders to show up at the focus group location at the appropriate time. Once they arrived, they were informed of the purpose of the focus groups and were told that they had fulfilled their commitment by simply showing up. Anyone not wishing to participate in the group was free to go. Commanders were told that some participants would be excused. No final list of participants was provided for commanders to review.

Each focus group consisted of between 5 and 13 women, and three of the groups consisted of 11 to 13 women. Each group session lasted 2 hours. Two study team members attended with one leading the focus group using the protocol and the other taking notes. The women were very cooperative and seemed very interested in discussing the issues in the topical areas. Very few women declined to participate. A wide range of subjects was discussed by the women, and they seemed to have an easy time identifying and discussing the stressors they experience.

We are just now preparing to conduct the focus groups with the Reserve sample. This is much more difficult because of the small numbers of women found at any particular unit and the lack of heterogeneity in rank and occupation in many units. In mid-December 1997, we will be conducting two focus groups with women Reservists. The groups will be held at Fort Meade and Fort Belvoir, and both will be conducted with junior NCOs. It was also more difficult to schedule these groups because we needed to match their training schedules.

**Exhibit 1: Demographic Characteristics of
Those Attending the Focus Groups***

Age	
Under 30	19
30-39	17
40-49	6
50-59	0
60 or older	0
Race	
White	20
African American	28
Hispanic	2
Asian/Pacific Islander	1
Other	2
Any Children	
Yes	37
No	16
Ages of Children	
Under 12 years of age	34
13 to 17 years of age	12
18 years of age or older	2
Marital Status	
Married or living as married	34
Single	19
Education	
Less than high school graduate	3
High school graduate (or GED)	13
Some college	21
College graduate	13
Some graduate school	0
Graduate degree (M.A., Ph.D., etc.)	1

*This includes focus group participants as well as those filling out questionnaires when too many attendees showed up.

2.5 Summarizing the Findings

At the end of each focus group, one member of the team took the lead on summarizing the notes from the group. The other team member then reviewed it for comment. At the end of all focus groups, one team member summarized and synthesized important findings across focus groups as well as from the questionnaires. This summary is in Appendix F. Some selected findings from the focus groups are as follows:

- The stress of rank and Army hierarchy was a topic of discussion in each group. Higher ranking enlisted soldiers sometimes feel “put in the middle” between their supervisors and their subordinates. Lower ranking soldiers often find the requests by supervisors unrealistic and overly demanding. Working with civilians, who are outside the military structure, was seen as particularly stressful.
- Many women identified sexual harassment in the Military as a regular ongoing struggle but did not list this at the top of their concerns.
- Working with and under other women soldiers can, itself, be stressful. Having to be a “role model” and above reproach was voiced by women in each group as demanding and placing additional burdens on them. Women soldiers seem to have different expectations for relationships with other women soldiers, and this was seen as complicating the way in which they carry out their jobs.
- Child care issues dominated the list of stressors in all focus groups. Issues ranged from costs, finding schedules that accommodated Army work shifts, balancing dual-career families, to separation from children during times of training and deployment.
- There were mixed feelings from the groups as to whether work hours were manageable or overwhelming depending on rank and current assignment.
- Weight maintenance and Army regulations were voiced as stressful for most women and appear to be a source of daily stress.

2.6 Developing the Main Study Questionnaire

Early on in the study, we started reviewing questionnaires related to the topics we would be assessing in our study, such as occupational stressors, family stressors, and sexual harassment. We chose instruments to review based on what we had seen cited in the literature, instruments we had used previously, and instruments used by a colleague at RTI, Dr. Robert M. Bray, who has been doing social surveys of military personnel. We also contacted the Army Research Institute (ARI) and talked with Morris Peterson about instruments that had used to assess these domains, including ones they had been used to assess sexual harassment. (We found the ARI instruments particularly useful on issues unique to the Military, such as chain of command and military occupation issues.) Finally, we contacted Jessica Wolfe, a consultant on our study and a recipient of both a previous and a new grant from the Defense Women’s Health Initiative, and agreed on some instruments we would use in common so that we could compare results for our samples.

A draft questionnaire was then developed based on our review of existing instruments. This draft questionnaire was circulated in the summer of 1997 to study team members and Col. Frey. They returned their comments, and the questionnaire was put aside until the focus groups were completed so that the data from these could be used to inform the further development of the questionnaire. (An outline of the draft questionnaire topics is in Exhibit 2; a copy of the draft questionnaire is in Appendix F.) We are now starting back to work on this questionnaire using feedback from the focus groups and will continue development of the questionnaire over the next few months.

Exhibit 2: Outline of Draft Survey Questionnaire

- A. Your Background
- B. Your Military Experience
- C. Your Support and Stress in Your Job
- D. Other Stressors
 - Gender-Related Experiences
 - Racial/Ethnic Discrimination
 - Stressful Life Events
 - Daily Hassles
 - Traumatic Life Events
- E. Positive and Negative Effects of Your Family and Personal Life
- F. Support from Family and Friends
- G. Outcomes That Can Be Affected by Stress
 - Your Health
 - Your Mental Health
 - Substance Abuse
 - Injuries, Impairment, and Disability
 - Retention and Performance

2.7 Summary of Year 1 Activities

In summary, in Year 1 we

- put together our study team, including consultants;
- developed a focus group protocol and questionnaires to be administered to field grade officers and to those who were recruited for the focus group but who did not participate in the group for some reason;

- obtained permission from installation commanders to conduct focus groups;
- obtained human subjects' clearance for holding focus groups;
- conducted the focus groups with active-duty women and summarized results from each of these focus groups;
- synthesized focus group findings for a summary of findings across active-duty groups;
- scheduled and set up Reservist focus groups;
- collected instruments from previous studies; and
- developed a draft questionnaire for the main study data collection.

Our chief problem in Year 1 was obtaining cooperation. This was in large part the result of the media attention surrounding the sexual harassment charges and sexual harassment investigation. We anticipate continuing problems in this area.

3.0 PLANNED ACTIVITIES FOR YEAR 2

In Year 2, we will undertake the following activities:

- Finish conducting the focus groups with Reservist women and summarizing findings from these.
- Obtain permission from installations to administer questionnaires to active-duty women.
- Obtain permission from unit commanders to administer questionnaires to Reservist women.
- Finalize questionnaire to be administered.
- Develop consent forms for main study questionnaire.
- Obtain human subjects' approval to administer anonymous questionnaires to active-duty and Reservist women.
- Administer questionnaires to 1,600 active-duty and Reservist women.
- Key the data from these 1,600 questionnaires.
- Create computer files from these data.

We have several challenges facing us in Year 2. The first is the continuing problem of access, particularly to Fort Bragg. We are continuing to work on this. The second is related to the Reservist sample. We had originally proposed equal numbers of active-duty and Reservist women. However, we are finding that, in general, the Reservist units have so few women that obtaining such a large sample may involve contacting, setting up logistics for, and then administering the interview to women at many more locations than originally planned. For active-duty units, we still hope to go to between 5 and 10 locations. A large Reservist sample may require going to 4 to 8 times that number of locations. Setting up times to do the interviews with Reservists is also problematic because we have to coordinate with the units' training period. We are considering reducing the size of the Reservist sample for these reasons. We would then increase the size of the active-duty sample. We believe that this would still enable us to address Reservist issues while keeping within our budget.

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Appendix A

Letter to John P. McLaurin, III

April 15, 1997

Mr. John P. McLaurin, III
Deputy Assistant Secretary of the Army
(Military Personnel Management and Equal Opportunity Policy)
Room 2E580
The Army Pentagon
Washington, DC 20310-0001

Dear Mr. McLaurin,

I am writing to thank you for meeting with my study team on February 26 concerning our study of stressors and outcomes for women in the Army. We found the feedback you and Col. Lee provided to be very helpful. In light of your feedback, we have reconsidered a number of issues related to our study. I have attached a list of what I perceived to be your concerns and how we are responding to them. I hope our response increases your comfort level with our study. We are very concerned that we conduct a study that you and other senior Army managers will find helpful. If you have any other suggestions, please feel free to talk with Col. Frey or myself. As I mentioned at our meeting, I hope to ask you to serve on our expert panel at the conclusion of our study, and hope you will be able to do so.

Sincerely yours,



B. Kathleen Jordan, Ph.D.
Principal Investigator,
"The Nature and Outcomes for
Women of Stressors Associated
with Military Life"

EXPRESSED CONCERNS ABOUT THE RTI WOMEN ARMY STUDY AND THE STUDY TEAM'S RESPONSES TO THESE CONCERNS

CONCERN 1. The study is negative because it emphasizes the "difficulties" perceived by Army women and negative outcomes for Army women; this is a major potential problem because, by pointing up the difficulties the Army presents for women and negative outcomes for these women, the study findings may be used to justify the positions of those in Congress and the military who are trying reduce the role and numbers of women in the Army.

RESPONSE. Our study is certainly not unique in facing this problem in that the findings from many research studies have been interpreted in ways that serve political agendas. However, we will take care to emphasize the positive. For example, one of the key findings from our National Vietnam Veteran Readjustment Study was "The majority of Vietnam theater veterans have made a successful reentry into civilian life and currently experience few symptoms of PTSD or other readjustment problems." (Kulka, Schlenger, Fairbank, Hough, Jordan, Marmar, and Weiss, 1990.) For those Vietnam theater veterans who did have subsequent problems, we were able to describe clear and important factors contributing to such problems. The most important factor in negative outcomes was the level of exposure to combat stressors.

Similarly, research to date suggests that can we expect to report that most Army women are carrying out their jobs very well, even those who face significant stressors. We also expect that many of the factors that will be found to impact negatively on women will be also be factors that have been found in previous studies to be stressful for men; further, that many stressors that have more negative impact on women than men will be amenable to reduction or elimination. Finally, we expect to be able to identify effective coping strategies used by Army women that will tell a success story for female soldiers.

Additionally, to ensure that the findings will be useful for the Army and not detrimental to role of women in the Army, our final report will include interpretation and conclusions of our panel which will include seasoned Army officers and staff.

CONCERN 2. The study should focus on issues related to "soldiers"--not male soldiers or female soldiers. Therefore, the sample should include both men and women. A study of male and female soldiers would demonstrate that both men and women have stressors and negative outcome from stressors, and so not place the "blame" on women for being stressed out and not coping well.

RESPONSE. We think that we can conduct a study that is not detrimental to women by focusing on successful women soldiers and what makes them successful. However, we are also concerned that women will feel "singled out" and be less cooperative if the study includes only women. Therefore, we are examining the feasibility of including men in our study. Our funding agency has said that it does not have additional funds, so we are dependent on finding another funding source to accomplish this. Col. Frey is looking into the possibility of finding another agency who could supply the funding. We have already discussed with our project officer the issue of including men, and she has said if we can get the funds, she will approve this change of scope.

CONCERN 3. As the non-active component, the study includes National Guard women instead of Reservist women. However, the Guard varies too much from state to state to make generalizable conclusions about the stressors and outcomes for Guard women. Also, the many Guard units have too few women to study.

RESPONSE. We have asked and received permission from our COTR to replace our National Guard sample of women with a sample of women Reservists.

CONCERN 4. The study sample (800 active duty and 800 non-active duty) is too small, and the number of installations included are too few to make generalizable conclusions from the findings.

RESPONSE. The current study will be the most comprehensive study to date on stressors and outcomes of Army women and can provide more information than is currently available on these stressors and outcomes. The budgetary constraints of the Defense Women's Health Research Initiative made a proposal that included large national (or international) sample of Army women too costly to have a good probability of funding. We do propose to clearly describe in our final report the limitations of the study and their implications. For example, we will compare how the demographics of our sample compares with the demographics of Army women as a whole and the implications of any differences. We will also discuss how the data can be used as a basis for focusing additional future research

CONCERN 5. Even if study findings suggest a need for programs or services to alleviate an unequal impact of stressors on women, commanders and other officers will be averse to developing special procedures or programs for one group of soldiers, i.e. women. They do not believe that they should have to give any group special attention. Therefore, the study findings may have limited utility, and may provoke negative reactions by commanders towards women.

RESPONSE. In fact, commanders and officers do give special attention to one group---males--and ignore the fact that the Army is a mixed gender force. The most obvious example of this is that most clothing, equipment, and many procedures were designed for men and in many cases they are not appropriate for women. Our challenge in this project (and the potential benefit) will be to sensitize commanders and officers to the need to redefine the "group" as one inclusive of both men and women. Further, that stressors that effect a portion of the whole impact the group.

From our review of the literature, we believe 3 categories of stressors will be the most common. Below we outline how we intend to address the concerns that commanders may have about giving "special attention" to women for each of these categories.

Stressor Category 1: Physiological differences between men and women that need to be accommodated. e.g., need for clothing and equipment to be designed to fit women as well as men; some provision for privacy for personal hygiene. Since the concept of gender neutral occupational standards is already being worked on, it would seem that the Army already acknowledges the validity of accommodating gender differences in this area in order to optimize duty performance.

Stressor Category 2: Stressors that appear to be problems for both men and women. Eg., conflicts between home and the job. In most such cases, we can cite literature showing that such stressors impact on men as well as women. The stressors merely impact women differentially. Therefore, new procedures and programs to reduce such stressors could be helpful to reduce stressors for "soldiers," not just women.

Stressor Category 3: Attitudes and behaviors toward women, e.g., lack of support or even blatant negative treatment by colleagues and officers; sexual discrimination; sexual harassment. Such maltreatment of women cannot be reasonably attributed to be the "fault" of women but rather the result of a hostile environment that tolerates bigotry. Even though the opposing contention may be that there would be no problem if we didn't have women in the Army or in certain roles in the Army, this is a flawed argument. First, this argument would logically imply that we should eliminate minorities from the Army so that we wouldn't have racists hate crimes in the Army. However, no one has proposed this. Second, the argument is flawed in that unacceptable male behavior will not necessarily disappear because of segregation or elimination of women from the ranks. Such behavior would still be likely to be directed to women in segregated female units or to civilian women. In any case, the Army has the moral responsibility and legal obligation to develop programs to change discriminatory, harassing, and/or criminal behaviors, notwithstanding political agendas or the private sentiments of some commanders and officers.

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Appendix B
Focus Group Protocol

**Topic Guide for "Nature and Outcomes for Women of Stressors
Associated with Military Life" Focus Groups**

Content Areas

- I. Introduction
- II. Sources of Stress
 - 1. Occupational Stressors
 - 2. Family Stressors
 - 3. Conclusion
- III. Mediating Factors
- IV. Outcomes
- V. Conclusion

INTRODUCTION AND INFORMED CONSENT

Hello, my name is _____ and this is (OBSERVER). We are from Research Triangle Institute and we are working on a research project funded by the Army Medical Research, Development, Acquisition, and Logistics command. The project focuses on the stressors faced by women in the Army. You've been invited here so we could ask you to help us with an early stage of the study. We are holding informal group discussions with Army women in several locations to learn about the most common sources of stress for women in the Army. We are interested in all kinds of stress and major hassles, such as things related to your occupation, to your family, to the environment you work in, or any other stresses or daily hassles you put up with in the Army. Our goal in this phase of research is to gather information to develop a questionnaire which will be administered to about 1600 Army women later this year. From these data, we will provide recommendations to the Army about the nature of stress for Army women and what might be done to minimize its effects.

Several of you will be requested to take part in a group discussion about various types of stress you experience. A few of you may be asked to complete a short written questionnaire instead.

I assure you that we will keep everything you say strictly confidential. Our goal is to collect information to develop a final questionnaire, not to gather or report any information about you, individually, or about your unit. We are here to learn what your lives are like. We are not members of the military ourselves. We know that as women, you face some of the same stressors as military men, but also some unique ones. We want our research to accurately reflect

your voice, and that's why we're here. We hope you'll help us.

As you came in, we gave you a copy of the consent form. As I mentioned, we take confidentiality very seriously, and if you choose to participate, we ask you to do the same. If you choose to participate, we ask you to agree that you will not reveal to anyone what any other participant in the group said.

Let me stress that the fact that your commander asked you to report here in no way obligates you to take part in the group. You may feel free to leave now or at any time if you do not want to participate. We will not report to your commander or anyone else who did or did not participate.

We would very much like to compensate you for your help with the research, but unfortunately, the only thing allowed by federal regulations is these light refreshments. Please help yourselves.

Please take a moment now to read the consent form. If you have any questions, let me know.

Your participation is very important to our study and your participation will be greatly appreciated, but If you do not want to participate, you may leave at this time.

(PROVIDE AMPLE OPPORTUNITY FOR ANYONE WHO DOESN'T WANT TO PARTICIPATE TO LEAVE. THANK THEM FOR COMING.)

We want everyone in the group to feel comfortable and speak openly in the discussion. Because

we will be talking about all aspects of job-related stress, it may be awkward if either your supervisor or someone you directly supervise is in the room. If either your direct supervisor or someone who reports directly to you is in the room, please raise your hand now.

(IDENTIFY RELATIONSHIPS. IF ONE WOMAN SUPERVISES MORE THAN ONE OTHER

PARTICIPANT, ASK HER TO STEP INTO THE NEXT ROOM. IN ONE-TO-ONE SITUATIONS, USE THE BAG/BOX OF NUMBERED SLIPS TO DETERMINE WHO STAYS.

DRAW A NUMBER FROM THE BAG AND ASK WHICHEVER WOMAN'S CONSENT FORM NUMBER IS CLOSEST TO THE NUMBER DRAWN TO STEP INTO THE NEXT ROOM. REPEAT THIS FOR AS MANY ONE-TO-ONE PAIRS AS ARE PRESENT IN THE GROUP.)

IF THERE ARE MORE THAN 12 PARTICIPANTS LEFT IN THE ROOM: Because our group is so large, we're going to randomly select a few people to complete a written questionnaire rather than participating in the focus group. We'll do this by pulling numbers out of a bag. If I read your number, please step into the next room. (PULL NUMBERS ONE BY ONE FROM THE BAG/BOX UNTIL ONLY 12 WOMEN ARE LEFT IN THE ROOM. THE RTI OBSERVER SHOULD BE IN THE NEXT ROOM LONG ENOUGH TO PASS OUT QUESTIONNAIRES AND GET THE GROUP STARTED COMPLETING THEM.)

Does anyone have any questions about the consent form or anything I've said so far?

Before we get started, let me say that there are no right or wrong answers to the questions or topics I'll be raising. We hope everyone will voice their own opinions and experiences, whether or not they are shared by others in the group. We realize that different positions, occupations, and units have different levels and kinds of stress, and reporting on them doesn't reflect on you personally. We also realize that something stressful for one woman may not be stressful to another.

In addition, we don't want you to feel limited to talk only about your own personal experiences. If you know of experiences of other women in the military that are relevant to what we're discussing, please feel free to bring them up. We do ask you, however, not to reveal the name of the woman when you speak about someone other than yourself.

(OBSERVER) will be taking notes for our summary report. She will not be recording anyone's full name. So that she can be sure to record all the ideas mentioned, please speak one at a time and don't interrupt when another person is talking.

I'd like to start by going around the room and asking each person to say your first name, how long you've been in the military, and what your occupation is. (FOR RESERVES, ASK THEM TO TELL US WHAT THEIR "REGULAR" JOB IS ALSO.) Then, I'll ask several questions and ask anyone who wants to to answer or comment and we'll go from there.

(INDICATE WHICH PERSON SHOULD START THE INTRODUCTIONS.)

Instructions/ Props	Content Script
<p data-bbox="253 1507 285 1929">II. SOURCES OF STRESS</p> <p data-bbox="326 1491 358 1822">1. Occupational Stressors</p>	<p data-bbox="253 1037 285 1352">SOURCES OF STRESS</p> <p data-bbox="326 113 618 1352">Let's talk first about your job. Please think for a moment about your day-to-day life at work. We know that every occupation has stresses of one sort or another. Some of them can be the same regardless of the position you work in and others are unique to the type of work you do or the setting you're in. We'd like to hear about things you find stressful or unpleasant about your work life--whether it's loud machinery blasting in your ear all day or the inconvenient hours you're required to work or that the work is painfully boring or that you feel isolated with no one to talk to or that your job endangers your life or health--anything at all that makes your work life stressful. We're interested both in the major stressors and in the daily hassles.</p> <p data-bbox="659 1134 691 1352">Possible Probes:</p> <ul data-bbox="699 134 1289 1302" style="list-style-type: none"> <li data-bbox="699 134 773 1302">• Is there anything about your working environment that is stressful or unpleasant? Is it dangerous? Too cramped? Noxious fumes? <li data-bbox="813 134 886 1302">• What about your work hours? Are they too long? Do you work shifts that are difficult for you? <li data-bbox="927 134 1000 1302">• What about the nature of your work itself? Is the work load manageable? It is interesting? Boring? Does it utilize your skills to the extent you'd like? <li data-bbox="1040 134 1146 1302">• What about the clothing or equipment you use to do your job? Is it functional? Are you required to use equipment, clothing, procedures, or living quarters that are ill-suited for you as a woman? <li data-bbox="1187 134 1289 1302">• Have any of you experienced injuries on the job? Was it a one-time occurrence or has it happened repeatedly? Did the injury happen (either totally or in part) because the task or activity you were doing was designed to be carried out by someone larger or for a man's

Instructions/ Props	Content Script
<p>1. Occupational Stressors (Cont.)</p>	<ul style="list-style-type: none"> • Have any of you experienced injuries on the job? Was it a one-time occurrence or has it happened repeatedly? Did the injury happen (either totally or in part) because the task or activity you were doing was designed to be carried out by someone larger or for a man's body? What about the training routines you are required to participate in? Are you required to train differently or separately from the men? IF NO: Should you be? IF YES: Does that cause any problems? • What about the organizational structure in your unit? Are there frequent personnel changes that affect you? Are there policy or procedure or other changes that stress you or make you uneasy? Are positions being cut that affect you--by increasing your workload or putting your own status in jeopardy in some way? • Do you feel like you have enough control over your own work? • Are you paid enough to support yourself (and your family, if you have one)? • Are you responsible for overseeing or supervising other people? Does that cause stress or difficulty in some way? • What is it like socially? Is your supervisor supportive of you? Do you enjoy the people you work with--have people to talk to? Do you work all by yourself? Are you the only woman in your work area? <p>IF HASN'T BEEN RAISED OR DISCUSSED ENOUGH: Do you think the stresses are felt equally by men and women? IF NO: How are they different?</p>

Instructions/ Props	Content Script
<p>1. Occupational Stressors (Cont.)</p>	<p>Possible Probes:</p> <ul style="list-style-type: none"> • physical demands (e.g., lifting heavy loads) • clothing/equipment not designed for women • getting the message (either overt or implicit) that "we don't want you here" or "you don't belong here"? • sexual harassment/attention to this issue brought on by recent disclosures/investigations • feel isolated from recreational activities or social discussions because you're a woman • unfair performance evaluations/being overlooked for promotions/discrimination • have to work harder or perform better than men to be considered "as good" <p>Do you feel stressed when wondering "what if" you were sent to a conflict area? How often and under what circumstances do you feel this stress or worry?</p> <p>IF AT AN INSTALLATION WITH UNITS DEPLOYED AND THIS HASN'T ALREADY COME UP OR HASN'T BEEN DISCUSSED SUFFICIENTLY: How does being in a unit subject to deployment affect you? Even when you are not deployed, what additional stress or tension does it create?</p> <p>Possible Probes:</p> <ul style="list-style-type: none"> • constantly on "edge" • media reports stir up anxiety • during militarily tense times (when on "alert ") unable to plan vacations or family activities • arrangements for children/difficulties because of children • difficulties with marriage/primary relationship

Instructions/ Props	Content Script
<p>1. Occupational Stressors (Cont.)</p>	<p>How many of you have ever been deployed?</p> <p>INSTRUCTION: LOOK FOR SHOW OF HANDS. IF NONE, SKIP NEXT TWO QUESTIONS.</p> <p>Were you subject to hostile fire or imminent danger?</p> <p>How are the things we've been talking about different in that setting?</p> <p>Possible Probes:</p> <ul style="list-style-type: none"> • harsh living conditions • extreme weather • surrounded by wounded or dying persons • witness to poor treatment of civilians in foreign countries • fear for own life • issues of living in a foreign culture (particularly a woman in a foreign country) • inadequate or ill-suited clothing or equipment • privacy and sanitation (housing; obtaining and disposing of tampons; obtaining birth control pills or devices, etc.) • boredom • food • mail • hot showers

Instructions/ Props	Content Script
<p>1. Occupational Stressors (Cont.)</p>	<p>How many of you have ever had an overseas permanent change of station (PCS) other than for training or deployment?</p> <p>INSTRUCTION: LOOK FOR SHOW OF HANDS. IF NONE, SKIP NEXT QUESTION.</p> <p>Does that setting generate any additional stresses or hassles besides the ones we already talked about? Does it make any of them worse, or perhaps better in some way?</p> <p>PROBES, IF NEEDED:</p> <ul style="list-style-type: none"> • harsh living conditions • extreme weather • surrounded by wounded or dying persons • witness to poor treatment of civilians in foreign countries • fear for own life • issues of living in a foreign culture (particularly a woman in a foreign country) • inadequate or ill-suited clothing or equipment • privacy and sanitation (housing; obtaining and disposing of tampons; obtaining birth control pills or devices, etc.) • boredom • food • mail • hot showers <p>FOR RESERVES GROUP ONLY: How does your other job interact with your role in the military? Are there often conflicting demands from the two? Is it hard to "transition" back and forth between them?</p>

Instructions/ Props	Content Script
<p>2. Family Stressors</p>	<p>IF FAMILY ISSUES HAVE ALREADY COME UP, MODIFY INTRO TO THIS SECTION ACCORDINGLY.</p> <p>I'd like to talk now about stresses or hassles related to your family and home life. We'd like to learn how being in the military affects your role as a parent or spouse or member of a couple. What stresses does being in the military place on these or other aspects of your home life?</p> <p>Possible Probes:</p> <ul style="list-style-type: none"> • time commitments • arrangements for sick children, school conferences, etc. • potential to be deployed • transitioning from work environment to home life • effects on the marriage • routine day care <p>Either from your own experience or from other women you know, what extra stress is there for Army women who are also single moms?</p> <p>What about couples in which both persons are in the military? Are there extra stresses in the relationship or in the family because of this situation? Does it appear to be easier or harder than when only one person is in the military? What difficulties are there when only one partner is military?</p> <p>INSTRUCTION: IF AN INSTALLATION WITH DEPLOYED UNITS OR IF SOME GROUP MEMBERS HAVE EVER BEEN DEPLOYED:</p> <p>How does being in a deployment unit or actually being deployed affect your family life or primary relationship?</p>

Instructions/ Props	Content Script
<p>3. Conclusion on Stressors</p>	<p>We've talked about a lot of different kinds of stress and hassles that you've experienced as Army women. Please think back now to when you first joined the Army. What is stressful that you weren't expecting to be stressful when you signed up?</p> <p>INSTRUCTION: WAIT FOR COMMENTS; REPHRASE/REPEAT QUESTION AS NEEDED</p> <p>Which of the stressors we've talked about are most difficult to deal with?</p> <p>INSTRUCTION: WAIT FOR COMMENTS; REPHRASE/REPEAT QUESTION AS NEEDED</p>

Instructions/ Props	Content Script
<p>III. MEDIATING FACTORS</p>	<p>Now we'd like to hear what you do to reduce or relieve stress or "get over" the hassles. What makes you feel better when you're stressed out?</p> <p>We're interested in ways that you reduce both your physical stress and your emotional stress. What do you find helpful in this regard? How do you relax?</p> <p>Possible Probes:</p> <ul style="list-style-type: none"> • listening to music • taking a walk • going out with friends and having a good time • talking with coworkers about what's bothering you • watching TV or a movie • exercise <p>When you feel stressed out by your job, what sustains you--that is, what keeps you coming to work and not calling in sick or quitting?</p> <p>Do you find that women in the military tend to deal with their stress differently than men in the military? How?</p> <p>When something is really bothering you, do you feel like you have people to talk to about it? Are they usually people in your work group or unit, or not in your work group or unit? In the military or not in the military? Are there limits to what you're able to discuss with people outside the military, because they "just don't understand what it's like?"</p> <p>For those who are married or in a long-term relationship, is your husband/partner supportive? Can you rely heavily on them?</p>

Instructions/ Props	Content Script
<p>IV. OUTCOMES (Cont.)</p>	<p>What about your co-workers? Do you get a lot of support from them? From your supervisor? From your chain of command?</p> <p>Do you find your work rewarding? What about it is most rewarding?</p> <p>We'd like to talk now about what tolls these stresses and hassle take upon you. Please comment either about your own experiences or other Army women you know.</p> <p>What happens to women either physically or emotionally as a result of the stress of the military?</p> <p>PROBE IF NEEDED. REMIND PARTICIPANTS PERIODICALLY THAT WE ARE INTERESTED IN THINGS THAT HAVE HAPPENED TO OTHER WOMEN AS WELL AS TO THEMSELVES.)</p> <p>Possible Problems:</p> <ul style="list-style-type: none"> • What are the effects on your body? • Are you tired a lot? • Do you/they have backaches or other muscle or joint pains? • Do you/they have high blood pressure or heart problems? • Do you/they have stomach problems or get an upset stomach a lot? Ulcers? • Do you/they have trouble sleeping? Eating? Overeating? • Do you think these kinds of stressors and hassles can lead to headaches? <p>How often and why do you go on sick call?</p> <p>What are the emotional effects?</p> <ul style="list-style-type: none"> • Are you/they irritable or in a bad mood a lot? • Do you/they feel angry or "keyed up" a lot?

Instructions/ Props	Content Script
<p>IV. OUTCOMES (Cont.)</p>	<ul style="list-style-type: none"> • Do you/they feel anxious or nervous--like you can't relax? • Do you/they get depressed? • Are you/they unable to be a good parent or spouse? • Do you/they ever tend to "take it out" on someone else? • Post traumatic stress disorder?) <p>Do you know of any situations where the kinds of stresses we've been talking about led to alcohol or drug abuse? How often does that happen? What does the pattern look like?</p> <p>Given that Army women experience these stressors and it may have any of these various affects on them personally, how does that tend to affect their future or career in the military?</p> <p>Possible Probes:</p> <ul style="list-style-type: none"> • Don't like the army anymore; it wasn't what you expected • Don't do the job well because they're tired; physically unable; not trained to do it; don't like the work • Miss a lot of work because of family obligations • Get burned out and don't do a good job • Not treated well by co-workers or boss • Seen as "weak," "unmotivated," or "a troublemaker" • Don't get promoted or recognized/rewarded in some way because of any of the above
<p>V. CONCLUSION</p>	<p>We have talked about many kinds of hassles and stressors, about negative outcomes from stress and about factors which help you cope with stress. Have we missed anything related to these topics that you think is important--for example, types of stressors that we haven't mentioned?</p>

V. CONCLUSION

This concludes our discussion for today. I want to thank all of you for your contribution to our research. There are two more quick things we'd like to do. (PASS OUT "REMAINING ISSUES" SHEETS.) First, please take a moment to read the sheet that is being passed to you and respond if you would like. It asks you to jot down any other thoughts you have about this topic that we didn't get to discuss today. If you are interested, it also asks you to provide your name and telephone number--first name only, please--if you would be willing to talk to one of our researchers one-on-one by telephone. It's fine if you don't want to do this. Please respond to either or both parts of this form, and put it in the box on your way out, even if it's blank.

While you're doing that, I'm going to circulate one additional piece of paper on which we'd like you to place a single "tally mark" next to the category that describes yourself under each heading. As we mentioned earlier, we do not want detailed information about any single participant in the group, but we would like to have an overall summary of how many in the group are mothers, how many have which types of occupations, and so on. As the sheet comes to you, please make one mark next to each of the categories that describes you. **(CIRCULATE TALLY SHEET.)**

Thank you again for your help, and if you have any questions before you leave, please feel free to ask.

Appendix C

Questionnaire Given to Subjects Who Did Not Participate In Focus Groups

Group Characteristics (Focus Group Women)

Date: _____

Place: _____

Please place a tally mark on the line next to the categories that describe you.

How old are you?

Under 30 _____

30-39 _____

40-49 _____

50-59 _____

60 or older _____

What is your race?

White _____

African American _____

Hispanic _____

Asian/Pacific Islander _____

Other _____

Do you have children?

Yes _____

No _____

What are the ages of your children? (Put one mark next to each appropriate category. Skip this question if you do not have children.)

Under 12 years of age _____

13 to 17 years of age _____

18 years of age or older _____

Are you married or living with someone in a long-term relationship?

Yes _____

No _____

What is your highest level of education?

Less than high school graduate _____

High school graduate (or GED) _____

Some college _____

College graduate _____

Some graduate school _____

Graduate degree (MA, PhD, etc.) _____

What is your occupation? (Please record your MOS.)

☐ 8IL _____
☐ 75H _____
☐ 75F _____
☐ 95B _____

Have you ever been deployed?

Yes _____
No _____

Have you ever been stationed in a location where there was hostile fire?

Yes _____
No _____

What proportion of the soldiers in the unit that you work with most are men?

Mostly men _____
Somewhat more men than women _____
About equally men and women _____
Somewhat more women than men _____
Mostly or all women _____

STUDY OF STRESSORS EXPERIENCED BY ARMY WOMEN

As you read in the consent form, the purpose of the study is to help us better understand the types and impacts of any stress experienced by Army women. We realize that the amount and types of stress Army women may feel varies. If you experience little or no stress in your military life, we would like to hear about it. If you experience a lot of stress in your military life, we want to know about that too. We would appreciate your answering this short questionnaire so that we can get a better picture of Army women. Based on the findings of the research, RTI will make recommendations to the Army about how to reduce stress for military women or how to minimize its effects.

Instead of participating in one of the focus groups, we would like you to complete a short written questionnaire instead. The questionnaire asks about the same topics as the focus group discussion.

There are no right or wrong answers to these questions. We are interested in your opinion and experience.

The information you provide will be held in strict confidence. Do not write your name on the survey. We will only be reporting the results for the group as a whole and will not identify any individual participants. The results will be used to develop a questionnaire to measure the nature, degree, and impact of stressors for military women which will be administered to 1,600 Army and Army Reserve women.

This study is being conducted by Research Triangle Institute under a grant funded by the U.S. Army. If you have any questions about this research project, you may contact the Dr. Kathleen Jordan, the Project Director, at 1-800-334-8571, ext. 6410. If you have any questions about your rights as a research participant, you may contact Linda Sheldon at 1-800-334-8571, ext. 6603.

ABOUT YOUR EXPERIENCE

1. What is your job in the Army (Army Reserves)?

2. What level of stress are you experiencing now in your military life? (Please check one)

- ☐ Very high
☐ High
☐ Moderate
☐ Slight
☐ None → Go to Question 13

3. There are things that some people find stressful about their work life. Thinking about your work life, please list the things you find the most stressful?

4. Please describe how this stress affects your work life, personal life, and physical and mental health.

5. There may be different things that women and men find most stressful about being in the military. Please list the people, situations, or experiences in your military life you think are more stressful for you than they would be for a man in your position.

6. Please describe what you find to be the most stressful about being a woman in the Army.

7. Please describe how this stress affects your work life, personal life, and physical and mental health.

8. Being in the Army may also cause stress in the personal and family lives of some people. As a result of being in the Army, please list the things you find most stressful in your personal and family lives.

9. Please describe how this stress affects your work life, personal life, and physical and mental health.

10. Please describe what helps you cope with any stress or hassles you experience in either your work or personal life.

11. Please list the types of people who tend to lower your feelings of stress in your work or personal life and how they do this (ex. friends, family, co-workers, supervisors, etc.).

12. Please list the types of people who tend to raise your feelings of stress in your work or personal life, whether they mean to or not (ex. friends, family, co-workers, supervisors, etc.).

ABOUT OTHER WOMEN IN THE MILITARY

13. Please describe the kinds of things you have heard other Army women say are stressful about being in the Army.

14. Do you think that women in the military use different ways of coping with stress than men do? If so, please describe how is it different.

15. Please describe the effect these stresses and hassles have upon Army women you know.

16. Please describe any other important stress-related issues Army women face that we have not asked about.

17. Please describe the negative outcomes you see most often in fellow Army women who feel stressed.

18. Please describe the positive outcomes you see most often in your fellow Army women who feel stressed.

19. **FOR RESERVES GROUP ONLY:** Please describe any different stresses that Army Reservists face compared to full-time military personnel.

Appendix D

Human Subjects/IRB Approval Form

Research Triangle Institute
P.O. Box 12194
Research Triangle Park, NC 27709-2194
Multiple Project Assurance No. M-1496

INSTITUTIONAL REVIEW BOARD NOTICE OF APPROVAL
IRB# 03XM

PROJECT LEADER:

B. Kathleen Jordan

TITLE: The Nature & Outcome for Women of Stressors Associated with Military Life

SPONSOR AGENCY: US Army
Medical Research

PROTOCOL DATE: 3/13/97

RTI PROJECT NUMBER: 53U-6729

or

PROPOSAL NUMBER: (If preaward)

NATURE OF REVIEW:

(check one)

FULL ☒ EXPEDITED ☐ EXEMPT ☐

MEETING DATE: 3/18/97

TYPE OF APPROVAL:

- ☐ PRELIMINARY. SCHEDULE NEXT REVIEW PRIOR TO INVOLVEMENT OF HUMAN SUBJECTS.
☐ PRETEST/PILOT TEST. SCHEDULE NEXT REVIEW PRIOR TO FULL IMPLEMENTATION.
☐ FULL IMPLEMENTATION.
☐ RENEWAL.
☒ AMENDMENT DATE: OTHER: Focus Groups

Please note the following requirements:

PROBLEMS OR ADVERSE REACTIONS: If problems in treatment of human subjects or unexpected adverse reactions occur as a result of this study, you must notify the IRB Chairperson immediately.

CHANGES IN PROTOCOL: If there are significant changes in procedures or study protocol, you must notify the IRB Chairperson before they are implemented.

RENEWAL: You are required to apply for renewal of approval at least annually for as long as the study is active. Your next review date should be on or before 3/18/98.

Linda S. Sheldon
IRB # 03XM Chairperson

March 18, 1997
Date

Linda S. Sheldon, Ph.D.
Print or Type Name

cc: ☐ Copy of approved Informed Consent attached.
Project Leader
Office of Research Contracts: J. W. Rintoul

RTI/IRB 1/93

Appendix E

Questionnaire for Field Grade Officers

Group Characteristics - (Questionnaire Women)

Date: _____

Place: _____

Please place a tally mark on the line next to the categories that describe you.

How old are you?

Under 30 _____

30-39 _____

40-49 _____

50-59 _____

60 or older _____

What is your race?

White _____

African American _____

Hispanic _____

Asian/Pacific Islander _____

Other _____

Do you have children?

Yes _____

No _____

What are the ages of your children? (Put one mark next to each appropriate category. Skip this question if you do not have children.)

Under 12 years of age _____

13 to 17 years of age _____

18 years of age or older _____

Are you married or living with someone in a long-term relationship?

Yes _____

No _____

What is your highest level of education?

Less than high school graduate _____

High school graduate (or GED) _____

Some college _____

College graduate _____

Some graduate school _____

Graduate degree (MA, PhD, etc.) _____

What is your occupation? (Please record your MOS.)

___ 91B10 _____
___ 81L1 _____
___ 71L10 _____
___ 71M10 _____
___ 71D10 _____

Have you ever been deployed?

Yes _____
No _____

Have you ever been stationed in a location where there was hostile fire?

Yes _____
No _____

What proportion of the soldiers in the unit that you work with most are men?

Mostly men _____
Somewhat more men than women _____
About equally men and women _____
Somewhat more women than men _____
Mostly or all women _____

STUDY OF STRESSORS EXPERIENCED BY ARMY WOMEN

As you read in the consent form, the purpose of the study is to help us better understand the types and impacts of any stress experienced by Army women. We realize that the amount and types of stress Army women may feel varies. If you experience little or no stress in your military life, we would like to hear about it. If you experience a lot of stress in your military life, we want to know about that too. We would appreciate your answering this short questionnaire so that we can get a better picture of Army women. Based on the findings of the research, RTI will make recommendations to the Army about how to reduce stress for military women or how to minimize its effects.

Instead of participating in one of the focus groups, we would like you to complete a short written questionnaire instead. The questionnaire asks about the same topics as the focus group discussion.

There are no right or wrong answers to these questions. We are interested in your opinion and experience.

The information you provide will be held in strict confidence. Do not write your name on the survey. We will only be reporting the results for the group as a whole and will not identify any individual participants. The results will be used to develop a questionnaire to measure the nature, degree, and impact of stressors for military women which will be administered to 1,600 Army and Army Reserve women.

This study is being conducted by Research Triangle Institute under a grant funded by the U.S. Army. If you have any questions about this research project, you may contact the Dr. Kathleen Jordan, the Project Director, at 1-800-334-8571, ext. 6410. If you have any questions about your rights as a research participant, you may contact Linda Sheldon at 1-800-334-8571, ext. 6603.

ABOUT YOUR EXPERIENCE

1. What is your job in the Army (Army Reserves)?

2. What level of stress are you experiencing now in your military life? (Please check one)

- ☐ Very high
☐ High
☐ Moderate
☐ Slight
☐ None → Go to Question 13

3. There are things that some people find stressful about their work life. Thinking about your work life, please list the things you find the most stressful?

4. Please describe how this stress affects your work life, personal life, and physical and mental health.

5. There may be different things that women and men find most stressful about being in the military. Please list the people, situations, or experiences in your military life you think are more stressful for you than they would be for a man in your position.

6. Please describe what you find to be the most stressful about being a woman in the Army.

7. Please describe how this stress affects your work life, personal life, and physical and mental health.

8. Being in the Army may also cause stress in the personal and family lives of some people. As a result of being in the Army, please list the things you find most stressful in your personal and family lives.

9. Please describe how this stress affects your work life, personal life, and physical and mental health.

10. Please describe what helps you cope with any stress or hassles you experience in either your work or personal life.

11. Please list the types of people who tend to lower your feelings of stress in your work or personal life and how they do this (ex. friends, family, co-workers, supervisors, etc.).

12. Please list the types of people who tend to raise your feelings of stress in your work or personal life, whether they mean to or not (ex. friends, family, co-workers, supervisors, etc.).

ABOUT OTHER WOMEN IN THE MILITARY

13. Please describe the kinds of things you have heard other Army women say are stressful about being in the Army.

14. Do you think that women in the military use different ways of coping with stress than men do? If so, please describe how is it different.

15. Please describe the effect these stresses and hassles have upon Army women you know.

16. Please describe any other important stress-related issues Army women face that we have not asked about.

17. Please describe the negative outcomes you see most often in fellow Army women who feel stressed.

18. Please describe the positive outcomes you see most often in your fellow Army women who feel stressed.

19. **FOR RESERVES GROUP ONLY:** Please describe any different stresses that Army Reservists face compared to full-time military personnel.

Appendix F

Summary of Focus Group Findings

THE NATURE AND OUTCOMES FOR WOMEN OF STRESSORS ASSOCIATED WITH MILITARY LIFE

Preliminary Focus Group Findings

Between July 1, 1997 and September 3, 1997, RTI conducted focus groups with Army women in the Washington, DC metropolitan area and Virginia. Of the 41 total participants, 49% were African American, 39% were Caucasian, 5% were Hispanic, 2% were Native American, and 2% were Asian. The women were ranked between E3 and O5 (groups were split out as E3-4, E5-6, E7-9, O1-3).

Four focus groups with conducted—enlisted women and company grade (junior) officers at Fort Belvoir (in two separate groups); junior NCO's at Fort Eustis; senior NCO's at PERSCOM (originally scheduled for Bragg) and distributed questionnaires to field grade officers through a convenience sample generated by interpersonal contacts. Locations for focus groups were chosen based on both the number of women and the variety of occupations represented for a particular rank at the various locations we had to chose from, that is, locations within driving distance of RTI's D.C. or North Carolina office.

After an initial contact by RTI's military advisor, women were recruited by Army personnel at each individual base. Although the women's Commanders required them to arrive at the focus group site, all participants were told that they fulfilled their requirement just by arriving at the focus group location, and that participation was completely voluntary. We gave the women ample time and opportunity to leave if they felt they wanted to. We offered light refreshments, had them read an information sheet, and proceeded to excuse women by the random selection of numbers until we had no more than 13 people in the focus group. Those who were excused filled out a short questionnaire in another room before leaving.

The focus group discussions lasted approximately two hours. At the end, we asked the women to write down any other issues that we did not talk about. They also filled out a group tally sheet of demographic information so that RTI researchers could describe the makeup of the larger group of women with whom we spoke.

A summary of the key issues discussed in the four focus groups follows.

I. Occupational Stressors

Work hours

There were mixed feelings from the groups as to whether work hours were manageable or overwhelming. Three of the four focus groups expressed sentiments that the hours that they had to work were long, difficult, and stressful. Some jobs require that the Army personnel we spoke with work 12 hour shifts for three or four days, then they get a couple of days off. On days off, some of the more junior soldiers are on call 24 hours a day unless they officially ask for time off.

That means they must be prepared to return to work on very short notice and have to be able to be reached by phone easily. It is not uncommon for those living in the barracks on base to be called back to the job if someone does not show up for work. This is because the soldiers in the barracks live so close to the job site, and so that the Army does not have to pay civilians overtime for working additional hours. In addition, many officer women working in administrative positions describe working very long hours, often into the evening. One focus group of officers agreed that their work day, which begins at 7:00 AM and ends very late in the evening, makes finding appropriate child care difficult.

One of the four focus groups, however, felt that because their's were mostly office jobs, their work and hours were relatively easy and relaxing compared with previous assignments. These focus group members were officers who are currently stationed in this position for two to three years only, then are moved on to other places. They noted that this is an opportunity for them to spend time with family before being sent to a post that has eminent deployment and long work hours. Most of these officer women said that their work hours were manageable and that the job was not terribly demanding in terms of hours worked.

Work environment

Few physical work environment issues came up in the focus groups. Cramped working quarters, however, was cited as a problem for some lower level enlisted women, especially those who worked in the base hospital where patients are housed four to a room at times. Another working environment issue a few women brought up was the stress of being a military police (MP) officer. Two MP participants said theirs is a frightening work environment at times because of the fear that someone might turn a gun (or their gun) on them and shoot them. These MPs also fear stopping a male soldier for a violation and having that soldier believe he can overpower her because she is a woman -- something they might not do to a male MP.

Another stress of the work environment that was mentioned by a few women is commuting to the office. Some women who live off base and work in busy metropolitan areas say that driving to work is very stressful. They cite stressors including driving in high traffic areas and lengthy commutes that limit their free time.

Organizational structure/staff changes

The stress of rank and Army hierarchy was a topic of discussion in each group. Higher ranking enlisted soldiers in one focus group said they feel "put in the middle" between their supervisors and their subordinates. They said that their peers and superiors accuse them of "siding with" the soldiers if they try to promote the soldiers' needs and desires. These women feel torn by wanting to be fair to their subordinates but wanting to be seen as firm and serious supervisors. There is also a perception that, while men in charge are quick to blame women of lower rank for problems that arises, soldiers at higher levels seem to be exempt from correction or punishment when they deserve it. The women felt there was much inequity in how people are treated based on rank.

Working with higher ranking Army personnel is difficult for lower ranking people because the higher ranking personnel are seen as having lofty and sometimes unreasonable expectations of the lower ranking staff. Higher ranking soldiers and officers want things done when they want it, regardless of the feasibility of the request. Many women said they feel that the demands put on them are unreasonable, simply because they are of a lower rank than the person making the request. There was a sense that this is unfair and causes unnecessary stress.

Rank has a stress-inducing effect on women because of the cost of military-run day care as well. Costs for day care services are calculated on a sliding scale based on rank. If both parents are in the military, the fee is based on the spouse with the higher rank, and, therefore, the higher salary. One participant knows of a woman whose husband is stationed in Texas, nowhere near her or the children, and yet day care fees are based on his (higher) rank. The large financial burdens that the cost of day care causes is stressful for women on tight budgets.

Working with Others

One issue all of the soldiers seemed to agree upon was the problem of working with civilian colleagues. The women indicated that working with civilians caused resentment and morale problems among Army staff. Some lower ranking enlisted soldiers in one group felt civilians should have no right to tell soldiers what to do. These soldiers resented the fact that the civilians get vacation and sick days and come to work later in the morning, yet are the ones who dictate when the soldiers arrive and leave, and whether they can take time off for sickness or for a child's illness. Some considered it unfair to put civilian staff in charge of the military staff. These women feel that civilian workers who work alongside of Army personnel create stress because they lack the teamwork or camaraderie that soldiers gain from their military training. Some women we spoke with have observed civilians spending work time playing games, taking breaks, or conducting personal business while at work, and this adds to their sense of unfairness. Overall, the majority of military women we spoke with feel strongly that working with their civilian counterparts was one of the most stressful aspects of their jobs.

In addition to difficulties working with civilian counterparts, a couple of officers agreed that general personal interactions are stressful in their jobs (although it was noted that this stressor is not unique to women). They said that it is often difficult to determine who is right or wrong in conflicting situations, and it causes some women stress to have to deal with that type of uncertainty in the workplace. Another officer agreed that it is conflicting personalities in her job that cause her stress.

A recent and poignant change reported by most higher ranking enlisted participants in one group is that they believe the quality of recruits into the Army has plummeted in the last few years. Several officers in one group said they feel like they are babysitters, having to supervise soldiers with documented personality disorders, with very low mental functioning or, for example, a soldier with pending life sentences in prison. The feeling was that it was stressful enough to be in the military as a woman without having to deal with subordinates who have serious deficits and problems that affect their work.

Working under supervisors

One stressor for higher ranking enlisted soldiers was the conflict of reporting to two different supervisors in their jobs. As an example, a soldier may answer to someone other than their "in-line" commander for most of their day-to-day work assignments, yet their commander may also make additional demands on their time. Their supervisors often blame the women for the conflict between commanders and make the soldiers feel guilty that they cannot satisfy all requests at once. The conflicts from this "dual reporting" are especially common when one of the supervisors is a civilian since civilians are seen as not having the benefit of Army training and seldom understand military protocol.

A couple of women said that women may be treated more leniently by male supervisors if the male thinks the woman is "cute", especially in the case of male drill instructors. A few soldiers felt that some women use their sexuality to their advantage in the Army to try to get away with something they would not get away with from another superior.

Women in our groups voiced their dislike of working under women drill instructors and supervisors. Women in the Army seem to believe that they have to do more to prove themselves in their male dominated work place. One woman said that when women get more rank, they begin to espouse more of the traditional male attitudes which the Army instills in its career personnel. That can make women more difficult to work with and for. A few soldiers mentioned that working with a lot of women adds stress and conflict to the workplace, partially due to the competition that the Army instills in soldiers. Another soldier said she feels it is harder to work for a woman than for a man because she has very high expectations of other military women, especially those for whom she works directly. She said she feels disappointed when she sees women who are not representing other women well in terms of their level of confidence and strength of character. This feeling was expressed most strongly about supervisors, especially because it is supervisors who have the potential to set a good example and to be role models for lower ranking Army women.

Supervising others

Many stressful aspects of being a female supervisor in the Army were discussed in the groups. Women in the Army often find themselves the pioneers in many supervisory jobs where they are faced with obstacles from other soldiers, like having subordinates and peers go around them and over their heads to male supervisors. Many men in the Army are not used to being supervised by women and are threatened or uncomfortable with it. While supervising men, woman officers often have to deal with serious insubordination, such as being repeatedly called "doll baby" by a male under her supervision.

Supervising men who are civilians, retired military, and older than their female supervisors is particularly difficult. These men tend to remind their women supervisors that they were once at a higher level and challenge the women's authority. Many female officers agreed that supervising men who are older than they are is the most difficult because of a dynamic of age and gender working against the women in these roles.

On the other hand, supervising women can be difficult as well. Some of the women soldiers we spoke with feel that women they supervise have trouble distinguishing personal issues from professional issues. Some officers felt that it is especially difficult to have to tell a female subordinate, with whom they have been friendly in the past, that the subordinate has done something wrong in the workplace. These officers said this is difficult because women's feelings tend to get hurt more easily than men's, particularly when a female is supervising them.

Still on the topic of supervising others, some believe that female supervisors are tougher than their male counterparts in a number of ways. Because women have to work harder to prove themselves as good as or better than their male peers, female supervisors are reported to be more meticulous, more direct, and less lenient. Female supervisors can tend to be even tougher on female subordinates in the hopes of making these women aware that the reputation of all women in the Army is at stake and subject to undue scrutiny. Another reason female supervisors may be tougher and less lenient than their male peers is because male supervisors are hesitant to address some issues that can be perceived as sexual harassment. For example, men are hesitant to comment on the proper fit of the soldiers' uniforms because of the sexual harassment problems that have been publicized recently.

Higher ranking enlisted women spoke of the challenges of supervising others during deployment overseas. They said it was harder to keep soldiers "in line" while deployed. It is especially difficult to be in a country where women are of a lower social class than men. Being a woman supervisor in those situations is stressful, because foreign troops and civilians are not used to women supervisors and do not want to follow the commands of women. Villagers in those countries fail to give the deserved respect to woman soldiers, as well.

Overall, many of the women supervisors felt that it is when there is a conflict situation that women fare better as supervisors than most of the men. Women tend to jump in, take control, and prove their leadership in conflict, whereas their male counterparts often retreat.

Women's success

Several higher ranking enlisted women stated that there has been a conscious effort to make opportunities for women to advance as a result of "right sizing," but as women soldiers advance, they encounter a lot of conflict. As women advance, the men currently at those levels become angry that women are in those positions alongside them. Some men feel threatened, and there is a perception that many people in the Army want women out.

There was a general consensus that to be considered as good as a man a woman in the Army has to constantly give 120%, while a man can get by with about 80% without chastisement. Similarly, if a woman is assertive, job-oriented, and a strong leader who gets the job done, she is labeled "a bitch." A male with those same assertive characteristics and behaviors is considered "a damn good soldier." In addition, Army women have to deal with the perception that they are sleeping their way to more advanced positions. The women felt that this serves to diminish and degrade all of the accomplishments women achieve in their military careers.

Most of the women we talked with at all levels agreed there is tremendous pressure as a woman in the Army to be the very best you can be, and to be beyond reproach. Army women are believed to be held to different standards than men, having others and themselves hold them to a higher level. One soldier said she cannot allow anyone to see her do anything that could be considered wrong. If one woman does something wrong, other military personnel assume all women are incapable of doing things right. Others agreed that whenever there is a problem or something does not go right, the female will be blamed, whether she had anything to do with it or not. Army woman must be sure they always knew their job better than anyone else so that, when she reaches a decision or takes an action, it cannot be refuted.

Another source of stress is the fierce competition and resentment some women are faced with from the men who initially trained them once the women begin to surpass the level of achievement of those men. This occurs even though some of the first things a soldier learns upon entering the Army is the word "teamwork." It is difficult to believe in a "teamwork" approach when there is little camaraderie between male and female soldiers due to the ever-present competition and resentment.

On a positive note, one group stated one thing that helps them to deal with the difficulties of supervising others in the Army is having male coworkers who back them up and who believe in having women working beside them. This helps to draw the boundaries which others then find difficult to overstep.

Harassment

Issues surrounding the topic of harassment were brought up in each group. Sexual harassment is viewed as a problem in the Army. Most women felt that there is harassment all over the military, and at all ranks. Some feel that sexual harassment happens twenty four hours a day, seven days a week in the military. One interesting perception from a couple of soldiers is that no repercussions come to the civilians who work on post who sexually harass their colleagues, only military personnel get reprimanded.

On the other hand, some woman mentioned that the sexual harassment issue has instilled fear in the their male counterparts which may prevent them from effectively performing their duties. Some men are afraid to simply speak to women colleagues for fear of charges of harassment, which is very bad for the work environment. Some men refuse to be alone with a woman in their job. One soldier knew of a chaplain who made sure there was another person present during his counseling sessions with women, for example. The women said that they felt this was a breach of confidentiality, and was proof that the harassment issue was inhibiting some men from doing their jobs properly.

The fear of being alone with a person of the opposite sex is not the same for women officers who supervise male soldiers. The women said rarely does it happen that a woman supervisor feels uncomfortable being alone with a male subordinate because of a fear of sexual harassment accusations. All of the soldiers agreed, however, that on the enlisted side, women tend to be afraid to be alone with male supervisors or subordinates.

Weight and appearance

The issue of weight control came up in all groups, and agreement about the unreasonableness of the weight measurement system was unanimous. The Army sets weight limits for women based solely on height, but they are seen as too restrictive and do not vary based on age, body type, or race and ethnicity. Women who work out a lot have more muscle than the average person, and muscle weighs more than fat. Thus, they are penalized for being more muscular and fit. Women felt strongly that weight ranges should be based on fitness, not weight and measurements. A soldier who is over the prescribed weight is "taped" and placed on an overweight program. If this happens twice in one year, she can be discharged from the Army.

Pay

Pay is a major problem for some of the enlisted soldiers. Many women, but mostly lower ranking enlisted women, feel they are unfairly compensated. Some make so little money they could qualify for food stamps. The pay issue generated a fair amount of discussion and what appeared to be resentment by many members of the group.

On the other hand, the officers we spoke with felt they were well paid. They were comfortable with their salaries, but agreed that there are plenty of soldiers who are on welfare and who cannot afford to stay in the military because they do not make enough to support themselves and their families. One potential option for these women would be to get a second job. In cases such as rapid deployment units, however, soldiers are unable to get second jobs even if they wanted to because they must be on standby 24 hours a day for deployment.

Social aspects

Fraternization is not allowed in the Army at certain ranks, but when there are limited places and opportunities to socialize around a base, enlisted women sometimes feel torn between wanting to have a social life and not wanting to be accused of fraternization. While some women would like to go out to area bars and clubs for relaxation, they noted that they have to be very careful about with whom they talk.

Army trainees are not allowed to go off base until they have been "phased" or have finished their training. Some of these women felt frustrated and isolated because of this. All they can do for social activities is call home, sit in the day room of their barracks, and watch other people having fun. They found this lack of social life, as well as not being able to see their families until after they have phased, to be stressful.

Some women agreed that military women who are single face rumors about their sexuality. A woman is never accepted as being single by her choice. Women who are single or a bit of a "tomboy" are usually judged as gay or as if something is wrong with them.

How women's stress is different from men's

A number of issues came up that highlight how the stress women encounter is different from the stress of men in the Army. Some of the women agree that male soldiers get away with a lot of behavior for which women would get in trouble. For example, if colleagues and supervisors see a female doing something wrong, they will make that known much more quickly than if it is a male. Women's behavior is more closely scrutinized than men's. Because they work in a male dominated environment, some women felt that they are and will continue to be treated unfairly in terms of being more heavily scrutinized than men.

Discrimination against women on the job is another way women's stress is different from men's. It is often unduly difficult to get promotions to jobs women aspire to hold in the Army because, as women, they are prevented from getting many of the "feeder jobs" they need before they can attain the positions they eventually want. This is apparently a greater problem in those jobs that have not traditionally been held by Army women such as combat support positions or high level supervisory roles.

Training Routines/Deployment/Overseas assignments

One stressor most women who had been deployed mentioned is that the environment during deployment in which they must work is often difficult and harsh. Hygiene is a major concern because there is often nothing to wash with, no fresh water, improper facilities and private areas for changing sanitary napkins or tampons, and sometimes not even any toilet paper or wash basins. When deployed overseas, men and women sometimes have to share shower facilities as well. The Army sets aside certain hours for women to use shower facilities, but those hours are very restrictive, making it difficult to fit into long and demanding work schedules. The women said this is very stressful not to be able to the showers during the designated time. Some women reported that their male counterparts often were initially uncomfortable sharing living quarters with the women. It is up to the women to set the guidelines and make things work in these situations. The women felt they tended to adapt more easily to this situation and take on the responsibility for helping the men to feel comfortable with co-habitation.

Another health related stressor during deployment is the problem of poor air quality in some countries. Because of air pollution in some of the locations, soldiers have been restricted from going outside to exercise. Daily exercise is not only mandatory in the Army, but it is a key method of reducing stress for many of the women with whom we spoke. Being restricted from going outdoors, therefore, causes additional stress.

There was agreement that overseas assignments are generally unpleasant, especially for those who have young children at home. Even very new mothers are subject to deployment because of their jobs, many of who much go overseas and leave their babies who may be as young as six weeks old. The women we spoke with could not stress enough how unfair they felt that is because of the disruption to the critical bonding period between parent and child in those early months. For women with children, and especially for single mothers, another stressful issue is obtaining safe, reliable child care during deployment. Family members are often the ones

who take on the task of child care in these cases. Not only do women at the lowest ranks have to leave their children behind even in areas not at risk of imminent danger, but lower ranking military spouses who are deployed as a couple are not allowed by Army rules to live together during deployment. The female spouse has to stay in the women's barracks and the male soldier in the men's barracks, just like the unmarried soldiers. Some women felt this is unfair and not necessary.

During deployment, Army women also experience stress when they move their unit or battalion from camp to camp in dangerous physical environments. Knowing there is imminent danger nearby causes a great deal of stress which cannot be ignored. When asked what it was like to be in an area of imminent danger in a deployment situation, a couple of officers said that it is stressful, but everyone is so busy with so many tasks to accomplish that stress is barely an issue. Soldiers on deployment are always in fast forward mode which helps keep their minds off of the stressful situation of being deployed. Another relative benefit to deployment is that men seem to be more willing to work with women in those situations. There are no gender issues when a mission is before them. Women are often the only one trained to do a job while deployed, so men are more willing to work cooperatively. Infantry soldiers, however, were viewed as less equipped to work with women in eminent danger situations because they have not previously trained with women and are not used to the gender mix in their normal units.

Going into the field for training exercises is also stressful. Many Army occupations require that soldiers go into the field multiple times a year to learn how to use new equipment, sometimes for as many as nine months at a time. Many stressors are associated with training in the field. Some women feel stress from worrying whether they will be physically competent to do the job they are required to do in the field. These women often find the field is both a shock and an adjustment for them, especially if their military occupation is primarily in a ceremonial unit. One additional stressor is that harassment is actually worse in the field than back on base. Some women thought that was because men thought they could more easily get away with it when they are out from under the scrutiny of colleagues.

Equipment and clothing

There was a feeling by a few of the lower ranking enlisted soldiers that there was very little equipment to go around to each person who needed it to do their jobs, and the equipment that was available broke down often (e.g., floor buffers). Similarly, one of the medical staff mentioned a certain procedure that is done whereby the equipment, instead of being disposed of as a civilian hospital would, has to be sanitized after each use with a special brush. There was only one of these brushes to clean the piece of equipment. This was seen as a hassle on the job in terms of lack of equipment.

Some women talked about the fact that the new Class A uniforms that the Army has developed for women make them look like men. Several participants agreed. Some officers noted that some of the equipment, physical training (PT) clothes, and rucksacks, were not designed for a female body. It is difficult to do physical work in these clothes because they are not shaped for a woman's body. Another complaint is that men try to look up women's clothes

when they are exercising or training. Although the officers we spoke with had little negative to say about uniforms or equipment, one female aviator said that women's flight suits are too tight for some women who are large busted or pregnant. Some women wear their baggiest BDUs as long as possible during their pregnancies so no one comments on the fact that she is starting to show. The Army does provide BDUs specially designed for pregnant women, but women tend to not want to wear the maternity type BDUs since because some feel it makes them look incapable or makes others look at pregnant women that way.

Children and family

Stressors related to children and the family was the most discussed issues for the women we spoke with in all four focus groups. One issue that came up in every focus group was day care for children. The women who use day care said that the quality of on-post day care is not acceptable, the costs are very high, there are too many children and too few teachers, and the hours are inconvenient and not conducive to military life. All of the women officers in one group who have children agreed that they would not put their children in military day care. One has a nanny, another entrusts a woman who takes care of a few children in her private home. Child care is also a major concern for women who are sometimes called in to work on their off-duty hours or who have to temporarily change their shift.

The kind of child care issues some of the women reported depend on their supervisors' attitude toward families and private lives. Some supervisors are supportive and reasonable, others make it very difficult to deal with unexpected family needs. Women feel their jobs are less stressful if they have supervisors who believe that family comes first. As an additional stress, single mothers cannot share child care responsibility with a spouse, therefore taking time off for family matters is often necessary. That does not change the fact that it is often frowned upon by supervisors. Some single mothers handle this by being straightforward and up-front with their supervisors and taking the time off that they need. Others deal with this difficulty by taking one week of leave a year and scheduling all of their appointments during that time. The women wanted Army decision makers to be more compassionate toward women who have to deal with the stress of being single parents. One woman even went so far to say that the military is more compassionate toward men who are raising their children alone, but fail to show the same level of understanding toward single mothers.

There was general agreement that an un-supportive husband is very difficult. If both husband and wife have a military career, the military mentality is that the husband's job is more important than the wife's. This leaves many women having to be the one to routinely take time off to care for family matters since it would not look good to the husband's supervisor and co-workers if he took time off for family issues instead of working. It may be that the Army reinforces or unconsciously promotes a more traditional attitude toward family life such that women feel obliged to put their careers on hold while raising children. On the other hand, others described their spouses as very supportive of home and work situations and highlighted this as one of the things that helped to reduce their overall stress in life.

Finding and maintaining a romantic relationship is made more difficult by being a military woman. The life of an Army woman can prove trying in terms of meeting people with whom a woman would be interested in developing a relationship. Because people in the Army generally move every two to three years, promising dating relationships often do not last long. It is rare to find a military woman married to a civilian man because men are generally not willing to follow a woman for her job.

One final stressor of family life in the military had to do with family deployment. Especially when moved out of the United States, deployment is stressful on family life. It takes a lot of adjustment to move to another country, and then once settled, having to move somewhere else is highly disruptive.

Pregnancy

In addition to other types of personal stressors that women in the Army face, women in each focus group discussed the stressors of being pregnant and in the Army. The normal stressors of being pregnant are amplified because many people have the general attitude that pregnant women are lazy and have gotten pregnant in order to receive special treatment from the Army. Women who have experienced complications during their pregnancies sometimes face hassles and roadblocks from supervisors who try to coerce doctors to change orders that prevent women from doing physically demanding duties.

A few junior enlisted participants talked about physical demands during pregnancy and following their maternity leave. They felt that not enough consideration was given during pregnancy and that they needed longer than the six weeks post-partum allowed before being expected to be at 100% physical performance. Most of the soldiers agreed that one difference in the stress men and women in the military face is that men do not get pregnant. They said men do not realize how hard it is to be pregnant and to have to get up at 6:30 AM to do PT, then work until 4:30 PM in the afternoon only to return home to deal with family tasks. Some men believe that women are getting pregnant to get out of going on assignment or to get out of doing PT. Many women felt that men resented the six weeks women get for pregnancy leave, and see it as if it were a vacation. This affects women's self esteem, their feelings of adequacy, and their desire to stay in the Army. Such lack of support in the workplace understandably affects women negatively and makes them second guess their decision to build a career in the military.

In addition, coming back from six weeks of pregnancy leave and immediately having to do a PT test is very stressful. Fortunately for these women, the Army now allows more time to recover from pregnancy and to build their physical fitness and strength again before being expected to pass a PT test.

Women who are serious about advancing their military careers have to find an appropriate window of opportunity in their lives to start having a family. Getting pregnant takes a woman out of commission for at least a year, so they have to be careful that they are not up for a promotion, are finished with school, or other activities.

Mediating Factors

Amidst all of the stressors women face being in the Army, there are some things they manage to do to help them relax and cope. Some women deal with daily stress by simply getting away from their work. Leaving the work environment and getting off the military base is all some women need to reduce their stress. Many women with families noted that time with their spouse and children reduces their stress. Simply seeing the smiling faces of their children when they walk in the door from a hard day at work reduces the stress of some women. Others spent time with friends. A very common method of reducing stress for Army women is to exercise and to do other things that make them feel good about their bodies and health. One soldier said she meditates with a group of people she lives near in the barracks. A couple of soldiers said having BBQs and partying helps. Other methods reported by some women were watching T.V. or movies, reading, listening to music, and shopping.

On the other hand, other women relax by reaping the benefits of their jobs. For example, women who work in a hospital may enjoy spending time with the mothers and their babies on the maternity ward, or helping patients in general. It gives some people satisfaction to feel that they are helping others. One soldier who is a DARE (school-based drug awareness curriculum) instructor for students gets rewards from doing that.

Another factor that helps some women feel less stressed is when there are no supervisors around and they can do their jobs without the pressure of having someone watching over their shoulder. One group of women agreed, however, that it reduces stress to find a supportive senior mentor who they respect, whether it be a man or woman. The most effective aspect of a supportive mentor is to have someone to act as a sounding board. It is most helpful to have a mentor who is someone the person does not work with too closely.

Another very common way of reducing stress that women in all groups reported was by women talking to each other (other women in the Army) or to their spouse/companion/mate--especially if he is not in the military so that there is another life aspect of life besides Army life to talk about. Talking about work and stress was mentioned very frequently as being an effective way to reduce stress.

Outcomes

Unfortunately, when asked what the outcomes of stress are for women in the military, a response from more than one group is that many women leave the military due to the stress. Whether it be because of harassment, the competitiveness between peers, or the stress related to deployment and leaving families behind, many women find that the Army is not conducive to happy personal lives. Other outcomes include breaking down and crying, substance abuse, and over-eating. None of these stressors are unique to Army women, but it is interesting to note that very few outcomes were mentioned by the groups in general. This could be because this issue was always asked after about an hour and a half of discussions on other topics and participants had little else to discuss.

Appendix G

Draft Survey Questionnaire
(To Be Administered After Modifications
in February 1998)

Your Background

How old were you on your last birthday?

YEARS OLD

How many years (have you served/did you serve) on active duty in the Army?

[If you had a break in service, add together current time and time in previous tours]

YEARS (IF LESS THAN TEN YEARS, PLEASE PRECEDE THE NUMBER OF YEARS BY A ZERO)

For Reserves:

How many years have you served in the Army Reserves? (CIRCLE ONE RESPONSE.)

1 2 3 4 5 6 7 8 9 10 More than 10

What is your current rank?

☐ E1

☐ W1

☐ O1

☐ E2

☐ W2

☐ O2

☐ E3

☐ W3

☐ O3

☐ E4

☐ W4

☐ O4

☐ E5

☐ W5

☐ O5

☐ E6

☐ O6

☐ E7

☐ O7

☐ E8

☐ O8

☐ E9

☐ O9

☐ O10

What is your highest level of education now?

- ☐ Did not graduate from high school
- ☐ GED or ABE certificate
- ☐ High school graduate
- ☐ Trade or Technical school graduate
- ☐ Some college but not a 4 year degree
- ☐ 4 year college degree (BA, BS, or equivalent)
- ☐ Graduate or professional study but no graduate degree
- ☐ Graduate or professional degree

Are you of Spanish/Hispanic origin or descent?

- ☐ No
- ☐ Yes

Which of these categories best describe you?

- ☐ American Indian/Native American/Alaskan Native
 - ☐ Black/African American
 - ☐ Oriental/Asian/Chinese/Japanese/Korean/ Filipino/Pacific Islander
 - ☐ White/Caucasian
 - ☐ Other (Please specify below)
- _____

Your Military Experience

As of today, how many months have you been assigned to your present permanent installation or duty station?

- | | |
|--|--|
| <input type="checkbox"/> 1 month or less | <input type="checkbox"/> 13-18 months |
| <input type="checkbox"/> 2-3 months | <input type="checkbox"/> 19-24 months |
| <input type="checkbox"/> 4-6 months | <input type="checkbox"/> 25-36 months |
| <input type="checkbox"/> 7-12 months | <input type="checkbox"/> More than 3 years |

During the PAST 30 DAYS, how many full 24-hour days were you deployed in the field?

DAYS (MINIMUM=0; MAXIMUM=30)

During the PAST 12 MONTHS, how many weeks or parts of weeks were you deployed in the field?

WEEKS (MINIMUM=0; MAXIMUM=52)

Have you ever been deployed or stationed overseas?

☐ Yes

☐ No → **GO TO QUESTION**

What is the longest you have been deployed or stationed overseas?

☐ Less than 1 month

☐ 7-11 months

☐ 1-3 months

☐ 1 year

☐ 4-6 months

☐ 2 years or more

Have you ever been deployed or stationed in a war zone or an area of hostile action such as a clean-up action?

☐ Yes

☐ No → **GO TO QUESTION**

Were you deployed/relocated to serve in the following locations during the time periods indicated? [FROM SPRING 1996 QUESTIONNAIRE.]

☐ Vietnam (March 1962-Jan 1973)

☐ Grenada (Oct 1983-Nov 1983)

☐ Panama (Dec. 1989-Jan 1990)

☐ Southwest Asia (August 1990-April 1991)

☐ Somalia (Dec 1992-March 1994)

☐ Macedonia (July 1993-present) ARE THESE STILL PRESENT?

☐ Haiti (September 1994-present) ARE THESE STILL PRESENT?

☐ Bosnia (December 1995-present) ARE THESE STILL PRESENT?

☐ ARE THERE ANY NEW ONES?

Have you ever been deployed or stationed in any other location where you were in serious physical danger of being shot or otherwise attacked by individuals in the local population?

☐ Yes

☐ No

To what kind of unit are you currently assigned?

☐ Combat Arms (TOE units only)

☐ Combat Support (TOE units only)

☐ Combat Service Support (CSS) (TOE units only)

☐ Joint Command

☐ Allied Command

☐ Other Command (TDA units)

☐ Do not know

How would you rate YOUR current level of morale?

☐ Very high

☐ Low

☐ High

☐ Very low

☐ Moderate

How would you rate the current level of morale IN YOUR UNIT?

☐ Very high

☐ Low

☐ High

☐ Very low

☐ Moderate

How would you rate the current level of morale AMONG WOMEN IN YOUR UNIT?

☐ Very high

☐ Low

☐ High

☐ Very low

☐ Moderate

Support and Stress in Your Job

Which of the following categories BEST describe your military job? (If you need to, please refer to the handout giving examples for different job categories.)

☐ ENLISTED

(SEE BRAY QUESTIONNAIRE< ITEM 118)

☐ OFFICER

Now I'm going to read a list of things that might describe a person's job. Please tell me if each is very true, somewhat true, not very true, or not at all true of your current job.

	Very true	Some-what true	Not very true	Not at all true	Don't know
21. I am free from conflicting demands on my job.					
22. I have a lot of say over what happens on my job.					
23. My job requires me to work at a fast pace.					
24. My job requires me to be creative.					
25. My job requires me to do things that are repetitive.					
26. My job requires me to work very hard.					
27. My job allows me freedom to decide how I do my own work.					
28. My job requires that I keep learning new things.					
29. My job requires a high level of skill.					
30. On my job I make a lot of decisions on my own.					
31. On my job I get to take part in making decisions that affect me.					
32. I am asked to do excessive amounts of work.					
33. I have enough time to get the job done.					
34. I have to put in a lot of overtime.					
35. I change shifts relatively often.					
36. I have excessive paperwork.					

	Very true	Some-what true	Not very true	Not at all true	Don't know
37. I often have to take an extra shift for someone else who is absent in addition to my regular shift.					
38. Equipment that I use is designed for men and is very difficult and/or dangerous for a woman to operate.					
39. My equipment is inadequate, works poorly, or there is a shortage of equipment.					
40. Fumes, noise, and/or other unpleasant environmental factors make the location where I work very physically stressful.					
41. There are some aspects of my job that are physically dangerous.					

42. In general, how well would you say that your job measures up to the sort of job you wanted when you joined? Would you say that it is very much like, somewhat like, or not very much like the job you wanted?

1 ☐ Very much like

3 ☐ Not very much like

2 ☐ Somewhat like

4 ☐ Don't know

43. Taking everything into consideration, how satisfied would you say you are with your work assignment? Are you

1 ☐ Very satisfied

4 ☐ Very dissatisfied

2 ☐ Somewhat satisfied

5 ☐ Don't know

3 ☐ Somewhat dissatisfied

Now I'm going to read some more statements about the place where you work. Tell me how true each statement is for the place that you work.

	Very true	Some-what true	Not very true	Not at all true	Don't know
45. Where you work, machines and equipment have a great deal of influence on how employees do their work.					
49. Supervisors are very concerned about the welfare of those who work under them.					

	Very true	Some-what true	Not very true	Not at all true	Don't know
50. The pace of work is controlled by machines and equipment.					
52. Employees feel they are constantly being watched to see if they obey all the rules.					
54. If someone is found violating a rule regarding their work, they are punished.					
55. Supervisors encourage people to work as a team.					
58. Job decisions are made by supervisors in an unbiased manner.					
61. Job decisions are applied consistently across all affected employees.					
62. At the place I work we have too little supervision.					
63. My supervisor is knowledgeable about the work we do.					
64. My supervisor is good at his/her job.					
70. Conflict is increasing at the place where I work.					
71. Morale is increasing at the place where I work.					
73. Compared to the past, I feel more distrustful toward supervisors.					
74. My supervisor makes negative remarks about women's performance and abilities.					

97. Does your supervisor give substantially more opportunities to men or women?

- ☐ Men
- ☐ Women
- ☐ Treated the same

98. Does your supervisor give substantially more rewards to men or women?

- ☐ Men
- ☐ Women
- ☐ Treated the same

99. Does your supervisor give substantially more criticism to men or women?

- ☐ Men
- ☐ Women
- ☐ Treated the same

Now let's turn to something a little different.

80. Do you have <FORMAL> supervisory responsibilities over other employees?

- ☐ 1 Yes
- ☐ 2 No → Go to Q82
- ☐ 3 Don't know

81. About how many people do you <DIRECTLY> supervise? (IF UNSURE, GIVE YOUR BEST GUESS.)

_____ people
[ENTER EXACT NUMBER]

- ☐ 1 Don't know

82. Is your own <IMMEDIATE> supervisor male or female?

- ☐ 1 Male
- ☐ 2 Female
- ☐ 3 Multiple supervisors/men & women
- ☐ 4 I have no supervisor → GO TO QUESTION ____
- ☐ 5 Don't know

83. Not counting supervisors or people you may supervise, is there a group of people that you think of as your co-workers? That is, people with whom you work closely on the job?

- 1 ☐ Yes → **GO TO QUESTION 84**
2 ☐ No
3 ☐ Don't know → **GO TO QUESTION ____**

- 83a. How do you feel about working in job where you don't have co-workers?

- 1 ☐ I like it very much
2 ☐ I like it somewhat
3 ☐ I'm neutral or have mixed feelings about it
4 ☐ I don't like it very well
5 ☐ I really dislike it → **GO TO QUESTION 97**

84. About how many coworkers would you say are in this group? (IF UNSURE, GIVE YOUR BEST GUESS)

_____ people
[ENTER EXACT NUMBER]

- 1 ☐ Don't know

IF ONLY 1 COWORKER, GO TO QUESTION ____.

85. In your workgroup are most employees women, are most employees men, or are there about an equal number of men and women?

- | | |
|---|---|
| 1 <input type="checkbox"/> Most/all are women | 3 <input type="checkbox"/> About the same |
| 2 <input type="checkbox"/> Most/all are men | 4 <input type="checkbox"/> Don't know |

I'd like to ask you a few questions about your coworkers. In answering these questions, I want you to think only about your coworkers, not your supervisors or any people you may supervise. For each of these statements, please tell me if the statement is very true, somewhat true, not very true, or not at all true of your coworkers.

	Very true	Some- what true	Not very true	Not at all true	Don't know
86. In general, your coworkers are motivated to do a good job.					
87. In general, your coworkers are not doing their share of the work.					
88. There is at least one coworker with whom you have serious conflicts.					
89. At least some of your coworkers are friendly to you.					
90. At least some of your coworkers are willing and able to give you useful advice on how to solve your job-related problems.					
91. At least some of your coworkers take a personal interest in you.					
92. You can rely on at least some of your coworkers when things get tough at work.					
93. At least some of your coworkers are helpful to you in getting your job done.					
94. You feel appreciated by at least some of your coworkers.					
95. At least some of your coworkers are willing to provide help with your personal problems.					

96. How does the amount of assistance and support you receive from your female coworkers compare with that you receive from your male coworkers?

- ☐ Females give much more assistance and support
- ☐ Females give somewhat more assistance and support
- ☐ Females and males give about the same amount of assistance and support
- ☐ Males give somewhat more assistance and support
- ☐ Males give much more assistance and support
- ☐ Only have male coworkers
- ☐ Only have female coworkers

Other Stressors

Gender-Related Experiences

In this section you will be asked about experiences you have had in the past 12 months that were related to your gender, including unwanted sex-related attention.

71. Unwanted sex-related attention is sex/gender-related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

How often during the past 12 months have you been in situations involving...

- military personnel
- on or off duty
- on or off base/post

and/or

- civilian employees and contractors employed in your workplace where one or more of these individuals (or either gender)...

	Very often	Often	Some-times	Once or twice	Never
a. Repeatedly told sexual stories or jokes that were offensive to you?					
b. Whistled, called, or hooted at you in a sexual way?					
c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?					
d. Made crude and offensive sexual remarks, either publicly (for example, in your workplace) or to you privately?					
e. Treated you "differently" because of your sex (for example, mistreated, slighted, or ignored you)?					
f. Made offensive remarks about your appearance, body, or sexual activities?					
g. Made gestures or used body language of a sexual nature which embarrassed or offended you?					
h. Displayed, used, or distributed sexist or suggestive materials (for example, pictures, stories, or pornography which you found offensive)?					
i. Made offensive sexist remarks (for example, suggesting that women are not suited for the kind of work you do)?					
j. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?					
k. Put you down or was condescending to you because of your sex?					

	Very often	Often	Some-times	Once or twice	Never
l. Stared, leered, or ogled you in a way that made you feel uncomfortable?					
m. Exposed themselves physically (for example, "mooned" you) in a way that embarrassed you or made you feel uncomfortable?					
n. Continued to ask you for dates, drinks, dinner, etc., even though you said no and made it clear you weren't interested?					
o. Made you feel like the person was trying to bribe you with some sort of reward or special treatment (such as faster promotions or better treatment) to engage in sexual behavior?					
p. Made you feel threatened or that the person would get even with you or treat you poorly if you didn't cooperate sexually (for example, by mentioning an upcoming review)?					
q. Made unwanted attempts to stroke, fondle, or kiss you?					
r. Made other unwanted physical contact with you of a sexual nature such as brushing up against you, cornering you, pinching you, or leaning over you to sexually intimidate you?					
s. Treated you badly for refusing to have sex?					
t. Attempted to have sex with you without your consent or against your will, <i>but was unsuccessful</i> ?					
u. Had sex with you without your consent or against your will?					
v. Other sex-related behavior not listed above? <i>Unless you mark "never," please specify below.</i>					

72. Do you consider ANY of the behaviors (a-v) which YOU MARKED AS HAPPENING TO YOU in Question 71 to have been sexual harassment?

- ☐ None were sexual harassment
- ☐ Some were sexual harassment; some were not sexual harassment
- ☐ All were sexual harassment
- ☐ Doesn't apply—I marked "never" to every item in Question 71 → **GO TO QUESTION**

75. Did these situations occur at work (the place where you perform your military duties) or some other place?

- ☐ All of it occurred at work
- ☐ Most of it occurred at work; some at other places
- ☐ Some of it occurred at work; most at other places
- ☐ None of it occurred at work; all at other places

76. Did these situations occur during duty hours or while you were off-duty?

- ☐ All of it occurred during duty hours
- ☐ Most of it during duty hours; some off-duty
- ☐ Some of it during duty hours; most off-duty
- ☐ None of it occurred during duty hours; all off-duty

78. Was the person(s) ... *Mark all that apply.*

- | | |
|---|--|
| <input type="checkbox"/> Your immediate military supervisor | <input type="checkbox"/> Your military subordinate(s) |
| <input type="checkbox"/> Your immediate civilian supervisor | <input type="checkbox"/> Your civilian subordinate(s) |
| <input type="checkbox"/> Your unit commander | <input type="checkbox"/> Your military training instructor |
| <input type="checkbox"/> Other military personnel of higher rank/grade than you | <input type="checkbox"/> Your civilian training instructor |
| <input type="checkbox"/> Your military co-worker(s) | <input type="checkbox"/> Other military person(s) |
| <input type="checkbox"/> Your civilian co-worker(s) | <input type="checkbox"/> Other civilian person(s) |
| | <input type="checkbox"/> Other or unknown person(s) |

79. Taken altogether, how upsetting was this or were these incidents to you?

- | | |
|---|---|
| <input type="checkbox"/> Very upsetting | <input type="checkbox"/> Not very upsetting |
| <input type="checkbox"/> Somewhat upsetting | <input type="checkbox"/> Not upsetting |

80. Did you report this or any of these incidents?

☐ Yes

☐ No → **GO TO QUESTION 83**

81. Did you report the situation/incident that had the greatest negative effect on you?

☐ Yes

☐ No → **GO TO QUESTION 84**

☐ There was only one situation/incident which I reported

☐ There was only one situation/incident
which I did not report → **GO TO QUESTION 84**

82. Taken altogether, how satisfied were you with the actions taken as a result of your report(s) or complaint(s)?

["Somewhat satisfied" or "not very satisfied" could include satisfaction with 1 complaint but dissatisfaction with another complaint.]

☐ Very satisfied

☐ Not very satisfied

☐ Somewhat satisfied

☐ Very dissatisfied

83. How serious were any negative consequences for you of having reported or complained, for example, being forced to transfer to another installation?

☐ No negative consequences

☐ Minimal negative consequences

☐ Moderate negative consequences

☐ Serious negative consequences

84. Some gender-related harassment is not sexual in nature. For example, an officer can make life hard on soldiers or lower ranking officers by giving them more unpleasant, strenuous, demanding, or demeaning duties than the officer gives others. IN THE PAST YEAR, how often do you believe you were given unusually unpleasant, difficult, or demeaning duties just because you were a woman (or because of any restrictions you might have as a woman, such as being pregnant)?

- ☐ Never happened in the past year
☐ Rarely happened in the past year
☐ Sometimes happened in the past year
☐ Often happened in the past year
☐ Very often happened in the past year

101. Do you feel you have ever been discriminated against in the Army (in any other way) because you were a woman, such as not getting a promotion you thought you were entitled to because you were a woman?

- ☐ Yes
☐ No → **GO TO QUESTION**

102. How seriously has the impact of such discrimination been on you—personally and professionally?

- | | |
|---|--|
| <input type="checkbox"/> Not at all serious | <input type="checkbox"/> Very serious |
| <input type="checkbox"/> Somewhat serious | <input type="checkbox"/> Extremely serious |

Racial/Ethnic Discrimination

FOR MINORITIES ONLY: IF YOU ARE WHITE/CAUCASIAN AND YOU ARE NOT SPANISH/HISPANIC, GO TO QUESTION ??

Do you believe that being a minority member has hindered your career and opportunities in the Army (Reserve)?

- ☐ Yes
☐ No → **GO TO QUESTION**

How much do you think being a minority member has hindered your career and opportunities in the Army (Reserve)?

- ☐ A little bit
- ☐ Somewhat
- ☐ Very much

How would you say this compares with civilian life? Do you think you would been better able to advance and had more opportunities as a minority member in the Army (Reserve) or in civilian life? Or do you think it would be about the same either place?

- ☐ Better able to advance in the Army (Reserve)
- ☐ About the Same
- ☐ Better able to advance in civilian life

Stressful Life Events

We are going to ask you about a number of different types of stressors that happen to people. We will start with events that happen relatively infrequently in a person's lifetime, such a divorce or the loss of a loved one. Some of these events can be positive but nonetheless stressful like having a baby. During the past 12 months, did each of the following happened to you?

	Yes	No
a. You got engaged		
b. You got married		
c. You moved into a different home or apartment		
d. You and your lover moved in together		
e. You had a baby		
f. You adopted a child		
g. Someone else moved into your household		
h. A loved one died		
i. A member of my household or family became seriously ill		
j. You got a divorce or had an important relationship end		
k. You separated for a few weeks or longer from your spouse or lover		
l. Someone (else) moved out of your household		
m. Your financial situation got substantially worse		

	Yes	No
n. You had a major job change		
o. You moved to a different installation		
p. Your husband or lover had an affair with someone else		
q. A child of yours got into serious trouble		
r. You were deployed/stationed overseas		
s. You had a serious problem with a close friend or neighbor		
t. You had serious legal problems		
u. Something that was very valuable to you for was stolen		
v. You were promoted		
y. You were stationed away from your spouse or your children under age 18 for a few weeks or longer		

In the past 12 months have you received any kind of public assistance such as food stamps or welfare?

☐ Yes

☐ No

Daily Hassles

Below is a list of daily hassles many of us face. Please check those which present significant problems for you or cause you substantial worry.

	Yes	No
a. Poor health of a family member		
b. Not enough money		
c. Debts		
d. Too many responsibilities		
e. Problems getting pregnant		
f. Non-family members living with you		
g. Trouble relaxing		
h. Being lonely		
i. Concerns about your own health		
j. Sexual problems		

	Yes	No
k. Problems with divorce or separation		
l. Problems in your relationship with your lover/spouse		
m. Not having enough friends		
n. Not being able to visit with people enough		
o. Too much to do around the house		
p. Not enough time for family		
q. Problems with children's behavior		
r. Financing children's education		
s. Not getting enough rest or sleep		
t. Problems with aging parents		
u. Don't like work duties		
v. Unchallenging work		
w. Hassles from boss or supervisor		
x. Problems getting along with coworkers		
y. Job too demanding		
z. Problems on the job due to being a woman		
aa. Other job dissatisfactions		
bb. Worries about Army downsizing		
cc. Legal problems		
dd. Not enough energy		
ee. Menstrual problems		
ff. Sleep problems		
gg. Prejudice or discrimination		
hh. Your weight		
ii. Crime		
jj. Home maintenance		
kk. Property, investment or taxes		
ll. Poor quality or unsafe housing		
mm. Any other daily worry or hassle? Describe _____		

Which of these are the three most troublesome hassles in your life? (RECORD LETTERS OF THE THREE ITEMS.)

Altogether, how much do these various hassles trouble or bother you?

☐ A little
☐ A moderate amount

☐ A lot
☐ Extremely

Traumatic Life Events

The final set of stressful events we will ask you about are known as traumatic events. They are the most unusual and often the most stressful events such as being sexually or physically assaulted or being in a serious accident. Have any of the following events ever happened to you?

	Yes	No
1. Has a man or boy ever made you have sex by using force or threatening to harm you or someone close to you? Just so there is no mistake, by sex we mean putting a penis (a man's sexual part) into your vagina (a woman's sexual part)?		
2. Has anyone ever made you have oral sex by force or threat of harm? Just so there is no mistake, by oral sex we mean that a man or boy put his penis in your mouth or someone put their mouth or tongue into your vagina or another woman forced you to put your mouth on her vagina?		
3. Has anyone ever made you have anal sex by force or threat of harm? Just so there is no mistake, by anal sex we mean a man or boy put his penis into your anus (your rectum or "butt").		
4. Has anyone ever put fingers or objects into your vagina or anus against your will by using force or threats?		

IF QUESTION 1-4 ARE ALL NO, GO TO QUESTION 6

	Yes	No
5a. Did any of these things happen to you in the past 12 months?		
5b. How about since you entered the Army (Reserves)?		
5c. Did any of these things happen to you before you were 16?		
6. Have there been any other situations when someone attempted to have vaginal, oral, or anal sex with you or tried to put objects inside your vagina or anus by force or threats but did not succeed?		

	Yes	No
IF NO, GO TO QUESTION 8		
7a. Did anything like this happen in the past 12 months?		
7b. How about since you entered the Army (Reserves)?		
7c. Did anything like this happen before you were 16?		
8. Has anyone ever had any other type of forced sexual contact with you, for example, their touching your sexual parts or your being forced to touch their sexual parts, by force or threats?		

IF NO, GO TO QUESTION 10.

9a. Did anything like this happen in the past 12 months?		
9b. How about since you entered the Army (Reserves)?		
9c. Did anything like this happen before you were 16?		
10. Not counting any incidents you have already checked above, has anyone (including family members) ever attacked you with a gun, knife, or some other weapon?		
11. Not counting any incidents already described, has anyone ever attacked you without a weapon but with such force that they did, or could have, seriously injured you or could have even killed you? Examples would include someone beating you with their fist or throwing you against a wall.		
12. Not counting any incidents you already described, has anyone intentionally hurt or injured you so badly that you had to see a doctor or you should have gotten medical care but didn't, for example, your bone was broken, you were knocked unconscious, or you were cut so badly it didn't stop bleeding for hours?		

IF YOU WERE NEVER SERIOUSLY PHYSICALLY ASSAULTED (QUESTION 10-12 ARE ALL NO) GO TO QUESTION 14.

	Yes	No
13a. Did any serious physical assault like the ones we have been talking about happen to you in the past 12 months?		
13b. Did any such incident happen since you entered the Army (Reserves)?		
13c. Did any such incident happen before you were 16?		
14. Did any boyfriend, husband, ex-husband, or lover ever slap, hit, punch, or otherwise physically hurt you on repeated occasions over a period of weeks, months, or years, even if the injuries were not serious?		

IF NO, GO TO QUESTION 15.

	Column 1		Column 2
	Yes	No	12 Mo
14a. Did this happen in the past 12 months?			
15. Have you ever been...			
a. in a serious accident at work, in a car, or somewhere else?			
b. in a natural disaster, such as tornado, hurricane, or earthquake?			
c. in a combat zone or a police action situation in which you were afraid you might be killed or seriously injured by the enemy?			
d. in any other situation in which you were afraid you might be killed or seriously injured (other than those we already asked about)?			
16. Did you ever...			
a. have a loved one killed in a crime or accident or natural disaster?			
b. see someone seriously injured, mutilated, or violently killed?			

17. PLEASE PLACE A CHECK IN COLUMN 2 FOR ANY INCIDENTS THAT OCCURRED IN THE PAST 12 MONTHS.

Positive and Negative Effects of Your Family and Personal Life

What is your current marital status?

- ☐ Married or living as married
- ☐ Separated and not living as married
- ☐ Divorced and not living as married
- ☐ Widowed and not living as married
- ☐ Single, never married, and not living as married

→ GO TO QUESTION

IF YOU ARE MARRIED OR LIVING AS MARRIED < THE TERM SPOUSE AS IS USED IN THIS QUESTIONNAIRE REFERS TO YOUR HUSBAND OR THE PERSON WITH WHOM YOU LIVE AS MARRIED.

Is your spouse in the Army (Reserves)?

☐ Yes

☐ No

How long have you been married or living as married?

YEARS

Would you say your relationship with your spouse is:

☐ Very Good

☐ Not very good

☐ Pretty Good

☐ Pretty bad

☐ Mixed/Up and Down

Do you think being in the Army (Reserves) helps your relationship, hurts your relationship, or has no effect on your relationship, with your spouse?

☐ Helps a lot

☐ Hurts somewhat

☐ Helps somewhat

☐ Hurts a lot

☐ Has no effect

Do you have any children under age 18?

☐ Yes

☐ No → **GO TO QUESTION**

How many children do you have under age 12?

Children under age 12

How many children do you have between the ages of 12 and 17?

Children between 12 and 17

How many of your children under age 18 are living with you (at your present duty location)?

Children under 18 living with you

Does your child or any of your children under age 18 give you serious problems or difficulties, more than the average child? This could include, for example, problems at home, at school, or with authorities?

☐ Yes

☐ No

Living with children almost always increases our stress levels in some ways. But, do you find that your child or any of your children under age 18 who lives with you also helps to substantially relieve your stress, for example by taking your mind off of work, by forcing you to do more leisure activities, or by their showing their love for you?

☐ My child/at least one of my children under 18 helps substantially to relieve my stress

☐ My child/none of my children under 18 helps substantially to relieve my stress

☐ No child under age 18 lives with me

Do you have any hobbies, sports, or other activities that greatly help reduce your stress level?

☐ Yes

☐ No → **GO TO QUESTION**

On the average, about how many hours each week do you participate in activities that greatly help to reduce your stress?

☐ 0-3

☐ 11-13

☐ 4-6

☐ 14 or more

☐ 7-10

Support from Family and Friends

In the following questions we ask about your relationships with family and friends and any support or help they may provide for you. Please be sure to include your spouse or lover when thinking about family and friends. If your answer is different for family than for friends, answer the question for whichever group provides you with the most help or support.

1. Are you satisfied with how often you see your friends and relatives; that is, do you see them as often as you want to?

- 1 ☐ Very dissatisfied
 2 ☐ Somewhat dissatisfied
 3 ☐ Satisfied

2. How satisfied are you with the kinds of relationships you have with your family and friends—very dissatisfied, somewhat dissatisfied, or satisfied?

- 1 ☐ Very dissatisfied
 2 ☐ Somewhat dissatisfied
 3 ☐ Satisfied

3. Do you wish that your family and friends would give you more help?

- 1 ☐ Yes
 2 ☐ No

	Hardly ever	Some of the time	Most of the time	P/C
4. In times of trouble, can you count on at least some of your family and friends, most of the time, some of the time, or hardly ever?				
5. When you are with your family and friends how often do you feel lonely—most of the time, some of the time, or hardly ever?				
6. Does it seem that your family and friends understand you most of the time, some of the time, or hardly ever?				
7. Do you feel useful to your family and friends most of the time, some of the time, or hardly ever?				

	Hardly ever	Some of the time	Most of the time	P/C
8. Do you know what is going on with your family and friends most of the time, some of the time, or hardly ever?				
9. When you are talking with your family and friends, do you feel you are being listened to most of the time, some of the time, or hardly ever?				
10. Do you feel that you have a definite role in your family and among your friends most of the time, some of the time, or hardly ever?				
11. Can you talk about your deepest problems with at least some of your family and friends most of the time, some of the time, or hardly ever?				

Outcomes That Can Be Affected by Stress

Your Health

2. In general, would you say your health is:

- ☐ 1 Excellent ☐ 4 Fair
☐ 2 Very good ☐ 5 Poor
☐ 3 Good

16. For how long (if at all) has your health limited you in each of the following activities?

	Limited for more than 3 months	Limited for 3 months or less	Not limited at all
a. The kinds or amounts of <u>vigorous</u> activities you can do, like lifting heavy objects, running or participating in strenuous sports.			
b. The kinds or amounts of <u>moderate</u> activities you can do, like moving a table, carrying groceries, or bowling.			
c. Walking uphill or climbing a few flights of stairs.			
d. Bending, lifting, or stooping			
e. Walking one block			
f. Eating, dressing, bathing, or using the toilet			

17. How much bodily pain have you had during the past 4 weeks?

- | | |
|--------------------------------------|--|
| 1 <input type="checkbox"/> None | 4 <input type="checkbox"/> Moderate |
| 2 <input type="checkbox"/> Very mild | 5 <input type="checkbox"/> Severe |
| 3 <input type="checkbox"/> Mild | 6 <input type="checkbox"/> Very Severe |

18. Does your health keep you from working at a job, doing work around the house, or going to school?

- 1 ☐ YES, for more than 3 months
2 ☐ YES, for 3 months or less
3 ☐ NO

19. Have you been unable to do certain kinds or amounts of work, housework, or schoolwork because of your health?

- 1 ☐ YES, for more than 3 months
2 ☐ YES, for 3 months or less
3 ☐ NO

20. How much of the time, during the past month, has your health limited your social activities (like visiting with friends or close relatives)?

- | | |
|---|---|
| 1 <input type="checkbox"/> All of the time | 4 <input type="checkbox"/> Some of the time |
| 2 <input type="checkbox"/> Most of the time | 5 <input type="checkbox"/> A little of the time |
| 3 <input type="checkbox"/> A good bit of the time | 6 <input type="checkbox"/> None of the time |

26. Please mark the circle that best describes whether each of the following statements is true or false for you.

	Definitely true	Mostly true	Not sure	Mostly false	Definitely false
a. I am somewhat ill					
b. I am as healthy as anybody I know					
c. My health is excellent					
d. I have been feeling bad lately					

How often during the past 4 weeks did you...

	All of the time	Most of the time	A good bit of the time	Some of the time	A little of the time	None of the time
4. Get enough sleep to feel rested upon waking in the morning?						
5. Awaken short of breath or with a headache?						
7. Have trouble falling asleep?						
8. Awaken during your sleep time and have trouble falling asleep again?						
9. Have trouble staying awake during the day?						
12. Get the amount of sleep you needed?						

Have you ever had high blood pressure?

- ☐ Yes
- ☐ No → **GO TO QUESTION**

Have you ever had high blood pressure in the past year?

- ☐ Yes
- ☐ No
- ☐ Don't know (Not checked in past year)

MAYBE AFTER MOS ADD:

Do you currently have any active health problems or injuries that cause you pain or interfere with your living a full and active lifestyle?

- ☐ Yes
- ☐ No

We would like to know if you have had any medical complaints and how your health has been in general during the past week. Please answer the following questions by telling me which answer best applies to you. Remember that we want to know about **PRESENT AND RECENT COMPLAINTS, NOT THOSE YOU HAD IN THE PAST.**

HAVE YOU RECENTLY:

A1. Been feeling perfectly well and in good health?

₁ ☐ Better than usual

₃ ☐ Worse than usual

₂ ☐ Same as usual

₄ ☐ Much worse than usual

HAVE YOU RECENTLY:

	Not at all	No more than usual	Somewhat more than usual	Much more than usual
A2. Been feeling in need of some medicine to pick you up?				
A3. Been feeling run down and out of sorts?				
A4. Felt that you are ill?				
A5. Been getting any pains in your head?				
A6. Been getting a feeling of tightness or pressure in your head?				
A7. Been having hot or cold spells?				

Your Mental Health

B1. Lost much sleep over worry?				
B2. Had difficulty in staying asleep?				
B3. Felt constantly under strain?				
B4. Been getting edgy and bad-tempered?				
B5. Been getting scared or panicky for no good reason?				
B6. Found everything getting to be too much for you?				
B7. Been feeling nervous and uptight all the time?				
B8. Felt angry a lot of the time?				
B9. Had angry outbursts?				

C1. Have you recently been managing to keep yourself busy and occupied?

- ☐ More so than usual ☐ Somewhat less than usual
☐ Same as usual ☐ Much less than usual

C2. Have you recently been taking longer to do the things you do?

- ☐ Quicker than usual ☐ Longer than usual
☐ Same as usual ☐ Much longer than usual

C3. Have you recently felt on the whole you were doing things well?

- ☐ Better than usual ☐ Less well than usual
☐ About the same ☐ Much less well

Recently, have you:

	More than usual	About same as usual	Less than usual	Much less than usual
C4. Been satisfied with the way you've carried out your tasks?				
C5. Felt that you are playing a useful part in things?				
C6. Felt capable of making decisions about things?				
C7. Been able to enjoy your normal day-to-day activities?				

	Not at all	No more than usual	Somewhat more than usual	Much more than usual
D1. Been thinking of yourself as a worthless person?				
D2. Felt that life is entirely hopeless?				
D3. Felt that life isn't worth living?				

D4. Have you recently thought of the possibility that you might take your own life?

₁ ☐ Definitely not

₃ ☐ Has crossed my mind

₂ ☐ I don't think so

₄ ☐ Definitely have

Have you recently...

	Not at all	No more than usual	Somewhat more than usual	Much more than usual
D5. Found at times you couldn't do anything because your nerves were too bad?				
D6. Found yourself wishing you were dead and away from it all?				

D7. Found that the idea of taking your life kept coming into your mind?

₁ ☐ Definitely not

₃ ☐ Has crossed my mind

₂ ☐ I don't think so

₄ ☐ Definitely have

Substance Abuse

8. Have you ever had more than 5 drinks of an alcoholic beverage in your life? (For example, beer, wine, wine coolers, whiskey and mixed drinks.)

☐ Yes

☐ No → GO TO QUESTION 21

These next questions ask about your use of alcoholic beverages.

	Yes	No
9. Do you feel you are a normal drinker?		
10. Do friends and relatives think you are a normal drinker?		
11. Have you ever attended a meeting of Alcoholics Anonymous?		
12. Have you ever lost friends or boyfriends because of drinking?		
13. Have you ever gotten into trouble at work because of drinking?		
14. Have you ever neglected your obligations, your family or your work for 2 or more days in a row because you were drinking?		
15. Have you ever had delirium tremens (DT's), severe shaking, heard voices or seen things that weren't there after heavy drinking?		

	Yes	No
16. Have you ever gone to anyone for help with your drinking?		
17. Have you ever been in a hospital because of drinking?		
18. Have you ever been arrested for drunk driving or driving after drinking?		

IF NO TO QUESTIONS IN ITEMS 9-18, GO TO Q. 21

19. Have you had any of these kinds of problems with drinking in the past 30 days?

☐ Yes → **GO TO Q. 21**

☐ No

20. Have you had any of these kinds of problems in the past 12 months?

☐ Yes

☐ No

21. Have you ever used any illegal drugs such as marijuana, hashish, cocaine or heroin more than 5 times?

☐ Yes

☐ No

22. At any time in your life, have you more than 5 times used prescription drugs like speed, diet pills, sedatives, sleeping pills, opiates or pain killers **WITHOUT A PRESCRIPTION OR MORE THAN WAS PRESCRIBED** to get high or for other nonmedical effects?

☐ Yes

☐ No

IF NO TO QUESTION 21 and 22 GO TO QUESTION 27

23. In the past 30 days, have you used any illegal drugs or used any prescription drugs to get high or for nonmedical effects?

☐ Yes

☐ No → **GO TO QUESTION 24a**

24. How often have you used them in the past 30 days?

- | | |
|--|--|
| <input type="checkbox"/> Every day or almost every day | <input type="checkbox"/> A couple of times a month |
| <input type="checkbox"/> More than once a week | <input type="checkbox"/> About once a month |
| <input type="checkbox"/> About once a week | <input type="checkbox"/> Less than once a month |

GO TO QUESTION 25

24a. Have you used any of these in the past 12 months?

- ☐ Yes
☐ No

25. Have you ever had any problems from using illegal drugs or from using any prescription drugs other than as prescribed by a doctor. (Such problems might include trouble at work, with the law, trouble with family members and other people, health problems or psychological problems?)

- ☐ Yes
☐ No → **GO TO QUESTION**

26. Have you had any such problems from using illegal drugs or prescription drugs in the past 30 days?

- ☐ Yes → **GO TO QUESTION**
☐ No

27. How about in the past 12 months?

- ☐ Yes
☐ No

Injuries, Impairment, and Disability

Beginning yesterday and going back 30 days/6 months, did you receive any injuries as a result of your work or your training?

- ☐ Yes
☐ No → **GO TO QUESTION**

Would you say this injury or the most serious of these injuries mild, moderate or severe?

- ☐ Mild
- ☐ Moderate
- ☐ Severe

Did you talk with a doctor, nurse or other professional about this injury?

- ☐ Yes
- ☐ No

Did you receive any other injuries in the past 30 days/6 months, for example at home or during recreational activities?

- ☐ Yes
- ☐ No → **GO TO QUESTION**

Would you say this injury or the most serious of these injuries mild, moderate or severe?

- ☐ Mild
- ☐ Moderate
- ☐ Severe

Did you talk with a doctor, nurse or other professional about this injury?

- ☐ Yes
- ☐ No

In the past 30 days/6 months, have you talked with a doctor, nurse or other health professional about being pregnant, becoming pregnant or problems with a pregnancy?

- ☐ Yes
- ☐ No

In the past 30 days/6 months, have you talked with a doctor, nurse or other health professional about any (other) health problem or illness (besides an injury or pregnancy)?

☐ Yes

☐ No → **GO TO QUESTION**

How many times in the past 30 days/6 months did you talk with a doctor, nurse or other health professional about any (other) health problem or illness?

1. Beginning yesterday and going back 30 days, were there any days that you were **TOTALLY UNABLE** to work or carry out your normal activities?

☐ Yes

☐ No → **GO TO QUESTION 4**

2. **HOW MANY DAYS** out of the past 30 days were you **TOTALLY UNABLE** to work or carry out your normal activities?

DAYS (MAXIMUM OF 30 DAYS)

3. **HOW MANY OF THE DAYS** in Question 2 were you totally unable to work or carry out your normal activities because of problems with **EMOTIONS, NERVES, YOUR MENTAL HEALTH, ALCOHOL OR DRUGS?**

DAYS (MAXIMUM = # DAYS IN QUESTION 2)

- 3a. **HOW MANY OF THE DAYS IN** Question 2 were you totally unable to work or carry out your normal activities because of an injury?

DAYS

- 3b. **HOW MANY OF THE DAYS IN** Question 2 were you totally unable to work or carry out your normal activities because of a physical health problem or illness (other than pregnancy)?

DAYS (MAXIMUM = # DAYS IN QUESTION 2)

4. ASIDE FROM ANY DAYS you were totally unable to work or carry out activities, were there any (other) days out of the past 30 that you had to CUT DOWN on what you did or did not get as much done as usual?

☐ Yes

☐ No → **GO TO QUESTION 34**

5. HOW MANY DAYS out of the past 30 days did you have to CUT DOWN on what you did or did not get as much done as usual?

DAYS (MAXIMUM OF 30 DAYS)

6. HOW MANY OF THE DAYS in Question 5 did you have to CUT DOWN on your work or normal activities because of problems with EMOTIONS, NERVES, YOUR MENTAL HEALTH, ALCOHOL OR DRUGS?

DAYS (MAXIMUM = # DAYS IN QUESTION 5)

- 6a. HOW MANY OF THE DAYS in Question 5 did you have to CUT DOWN on your work or normal activities because of an injury?

DAYS (MAXIMUM = # DAYS IN QUESTION 5)

- 6b. HOW MANY OF THE DAYS in Question 5 did you have to CUT DOWN on your work or normal activities because of a physical health problem or illness (other than pregnancy)?

DAYS (MAXIMUM = # DAYS IN QUESTION 5)

7. For the following question, please think about any days you had to CUT DOWN on what you did. On a scale from 0 to 10, where zero means you didn't carry out your or normal activities at all and 10 means you carried out all of your normal work and activities, what number represents how much you got done, on the average, on the days you had to CUT DOWN. (CIRCLE ONE NUMBER.)

0 1 2 3 4 5 6 7 8 9 10

Retention and Performance

34. If a good friend of yours was interested in joining the Army at the same rank you did, what would you tell her? Would you

- 1 ☐ Advise her against it
- 2 ☐ Have doubts about recommending it (all middling comments)
- 3 ☐ Strongly recommend it
- 4 ☐ Don't know

35. Knowing what you know now, if you had to decide all over again whether to join the Army, what would you decide? Would you

- 1 ☐ Decide definitely not to join
- 2 ☐ Have some second thoughts
- 3 ☐ Decide without hesitation to join
- 4 ☐ Don't know

36. Taking everything into consideration, how likely is it that you will choose to voluntarily leave the Army within the next year? Is it

- | | |
|--|--|
| 1 <input type="checkbox"/> Very likely | 3 <input type="checkbox"/> Not at all likely |
| 2 <input type="checkbox"/> Somewhat likely | 4 <input type="checkbox"/> Don't know |

39. Sometimes soldiers are forced to leave the Army because of cut backs even though they would like to stay in. How likely is it that you will be forced to leave the Army because of cutbacks and downsizing within the next year?

- | | |
|--|--|
| 1 <input type="checkbox"/> Very likely | 4 <input type="checkbox"/> Not at all likely |
| 2 <input type="checkbox"/> Somewhat likely | 5 <input type="checkbox"/> Don't know |
| 3 <input type="checkbox"/> Not very likely | |

? PUT THIS AFTER QUESTION ABOUT CUTBACKS

Which ONE of the following describes your current (active duty) Army career intentions if you are not forced out due to down-sizing and/or cutbacks?

- ☐ DEFINITELY stay in until retirement
- ☐ PROBABLY stay in until retirement
- ☐ DEFINITELY STAY IN BEYOND my present obligation but not necessarily until retirement
- ☐ PROBABLY STAY IN BEYOND my present obligation but not necessarily until retirement
- ☐ PROBABLY leave upon completion of my present obligation
- ☐ DEFINITELY leave upon completion of my present obligation

How many years has it been since you received your current rank?

Less than 1 yr 1 2 3 4 5 6 7 8 9+

If you remain in the Army how likely is it that you will be promoted in the future?

- ☐ Does not apply; I am a Sergeant Major or Command Sargent Major
- ☐ Does not apply; I will leave/retire before I am eligible again
- ☐ Extremely likely
- ☐ Somewhat likely
- ☐ Not sure
- ☐ Somewhat unlikely
- ☐ Extremely unlikely

Overall, how would you rate the chances for promotion within your primary CMF or Basic Branch?

- ☐ Much better than others →
- ☐ A little better than others →
- ☐ About the same as others →
- ☐ A little worse than others
- ☐ Much worse than others
- ☐ Don't know →

Is this because (CHECK ALL THAT APPLY):

- ☐ Your performance has been below average
- ☐ Being a woman lowers your opportunities and/or chances of promotion
- ☐ Being a minority lowers your opportunities and/or chances of promotion
- ☐ Personal conflict between you and a supervisor or other superior officer
- ☐ Other reasons

In the past 12 months have you received an adverse efficiency report or performance counseling?

- ☐ Yes
- ☐ No

In the past 12 months have you received any disciplinary action?

- ☐ Yes
- ☐ No

In the next 12 months do you have any concerns that you may receive an adverse efficiency report or a disciplinary action?

- ☐ Yes
- ☐ No